Globalization and Women Empowerment in Pakistan

Degree Program: PHD In Sociology

Researcher: Nasim Khan Mahsud 9-FSS/PHDSOC/S14

Supervisor: Dr. Rabia Gul Assistant Professor

Department of Sociology

Faculty of Social Sciences

International Islamic University, Islamabad

2021

International Islamic Univ. CENTRAL LIBRARY ISLAMABAD

Accession No TH 24107 VV

PhD
305.4209591
MAG

Women development
Women - social conditions

Globalization and Women Empowerment in Pakistan

BY:

Nasim Khan Mahsud

Reg. No. 9-FSS/PHDSOC/S14

This thesis is submitted for the partial fulfillment of the requirements for degree of PhD Sociology

Department of Sociology

Faculty of Social Sciences

International Islamic University, Islamabad, Pakistan

2021

APPROVAL SHEET

GLOBALIZATION AND WOMEN EMPOWERMENT IN PAKISTAN

By

Nasim Khan Mahsud

09-FSS/PHDSOC/S14

This thesis has been accepted by the Department of Sociology, Faculty of Social Sciences, International Islamic University Islamabad in partial fulfillment of the degree of **PhD Sociology**.

Supervisor: _____
Dr. Rabia Gul

Internal Examiner: _____
Dr. Akhlaq Ahmed

External Examiner I: _____
Prof. Dr. Naimatullah Hashmi

External Examiner II: _____
Prof. Dr. Arab Naz

Dated: _____

_____
Chairperson
Department of Sociology
International Islamic University
Islamabad- Pakistan

_____
Dean
Faculty of Social Sciences
International Islamic University
Islamabad- Pakistan

Author's Declaration

I, Nasim Khan Mahsud bearing Reg. No. 9-FSS/PHDSOC/S14, student of PhD Sociology, department of Sociology, International Islamic University, Islamabad, hereby declare that "Globalization and Women Empowerment in Pakistan" is my own research work. The sources consulted or referred are acknowledged properly in-text. The research is entirely my personal effort done under the sincere efforts of my supervisor. No portion of the work presented herein has been submitted against a publication in any degree or qualification of the same or any other university or institute of learning.

Nasim Khan Mahsud

Reg. No. 9-FSS/PHDSOC/S14

Supervisor's Certificate

It is certified that Ms. Nasim Khan Mahsud Reg. No. 9-FSS/PHDSOC/S14 has completed her thesis titled "Globalization and Women Empowerment in Pakistan" under my supervision. I am satisfied with the quality and originality of the research work. I allow the researcher to submit the dissertation to the concerned authorities for further process as per IIUI rules and regulations.

Supervisor

Dr. Rabia Gul

DEDICATION

My humble effort in form of this research study is dedicated to all those women who are in a way or other struggling for improvement in different spheres of their lives.

"It's definitely difficult being a woman and growing up a girl. When you're graceful, people say you lack personality; when you're serene, people say you're boring; when you're confident, people say you're arrogant; when you're feminine, people say you're too girly; and when you climb trees, people say you're too much of a tomboy! As a woman, you really need to develop a very strong sense of self and the earlier you can do that, the better! You have to be all the things that you are, without allowing other people's ignorance to change you! I realized that they don't know what grace is, they can't identify serenity, they have inferiority complexes, they are incapable of being feminine, and they don't know how to climb trees!"

Acknowledgment

First and foremost, all my sincere gratitude to the one above all of us, the omnipresent God, for answering my prayers for giving me the strength to plod on despite my constitution wanting to give up and throw in the towel, thank you so much, Dear Allah. I thank God for all the opportunities that He has put into my life to keep learning and growing. To God be the glory!

This dissertation would not have been possible without the guidance and the help of several individuals who in one way or another contributed and extended their valuable assistance in the preparation and completion of this study. I must express my special gratitude towards my supervisor, Dr. Rabia Gul, Assistant Professor Department of Sociology (IIUI). Her patience and steadfast encouragement towards the completion of this study are immeasurable. My sincere appreciation is for my supervisor, for all I have learned from her, and for her continuous help and support throughout my PhD studies. I would also like to thank her for being an open person to ideas, and for encouraging and helping me to shape my interest and ideas for my research work. Her leadership, support, attention to detail, and hard work have set an example I hope to match someday. Besides my supervisor, I would like to thank the rest of my thesis committee for their encouragement and insightful comments. I am also thankful to the head of the department, all my respectable teachers, and other faculty members at IIUI for their sincere cooperation and moral support for the successful completion of my Ph.D.

I take this opportunity to further extend my gratitude to all those members of AIOU working at the main campus or in the regions who helped me in any capacity for the completion of this task.

I am extremely grateful to all those Parliamentarians, Journalists, and Academicians for their invaluable insights and comments. Without whom I could not have made it here. I am grateful to them for enlightening me with the depth of my research. Their openness, sparing time for detailed discussions, and encouragement I will never forget. I'd like to thank all the respondents I have worked with. I appreciate their zeal and interest in the current study. I am very much indebted to specially all of them who warmly responded to the current study via questionnaire.

I would like to express my deep gratitude and respect to my colleagues, whose unselfish and unfailing support remained with me till the last day of completion of this research. They have

painstakingly shared their advice and valuable insights into the relevance of this study with me. I am thankful to them for helping me think rationally and even for hearing my problems. My heartfelt gratitude is due to them.

Last but not the least; I thank my family and friends for instilling in me confidence and a drive for pursuing my Ph.D. They have been my inspiration as I handle all the obstacles in the completion of this research work.

Nasim Khan Mahsud

Abstract

Within the past two decades, globalization has created a tremendous impact on the lives of women in developing nations. Now specifically for women, the acquisition of education, work, and mobility are comparatively acceptable. Such socio-cultural, economic, and political level changes have far-reaching effects for women regarding their empowerment and status in society. As the impact of Globalization is not harmonized all over the globe, it impacted each region differently and Pakistan is no different. Although the effects of globalization are continually studied, neither the pace nor the boundaries of expansion are fully clear. In such a scenario, this study has focused on the analysis of various predominant dimensions of globalization and women's empowerment by exploring influences (positive, negative, feeble) of globalization on empowering women in Pakistan. For this purpose, a mixed-methods explanatory sequential research approach for methodology & analysis has been used as through a proportionate random sample of 376 female students of AIOU from all over Pakistan was selected for the quantitative part and 26 interviewees for the qualitative part to get a clear situation of women's empowerment and status across nation. A questionnaire was developed, pretested, and finally used in the field survey. In addition to the quantitative study, by using the purposive sampling technique 26 in-depth interviews were also conducted with politicians, academicians, & journalists across Pakistan to validate the quantitative findings. Data analysis/interpretation has been done by applying SPSS, statistical tests, and thematic analysis to assess women's empowerment. Opinion of the respondents about women's empowerment due to globalization concerning its five different aspects i.e. economic, social, political, individual, and family inter-personal levels were asked. Opinions of different groups of respondents about study objectives come up with various themes and statistical inferences. All of the findings (quantitative and qualitative) are coherent and interconnected, from the interpretation of the data it emerged that variant influences of globalization are evident in all

spheres of women's life in Pakistan. The study suggested that it is important for developing nations like Pakistan to have a clear grasp on the relationship of changing global world and address accordingly the disadvantaged group which comprises about half of the country's population because Pakistan has not yet been able to harness the full potential of globalization. However, with some strategic changes in their economic and foreign policies a transformation could be brought about. Only then would Globalization's impact on Pakistan be fully useful and the country could lead towards development. It has also provided us with the existing gaps and suggested policy guidelines for further improvements.

Table of Contents

Title Page.....i

Approval Sheet.....iii

Author's Declaration.....iv

Supervisor's Certificate.....v

Dedication.....vi

Acknowledgment.....vii

Abstract.....ix

Table of Contents.....xi

List of Tables.....xviii

List of Figures.....xx

List of Annexures.....xxi

List of Abbreviations.....xxii

Sr. #	Title	Page #
1	**Chapter-One (Introduction)**	**1**
1.1	Introduction	1
1.2	Understanding Globalization	4
1.3	History of globalization	5
1.4	Influences of Globalization	6
1.5	Globalization and Pakistan	7
1.6	Status of Women in Pakistan	11
1.7	Understanding Women's Empowerment	12
1.8	Globalization and Women's Empowerment	14
1.9	Scenario of Women's Empowerment in Pakistan	16
1.10	Significance of the Study	20
1.11	Statement of the Problem	22
1.12	Reflexivity of the Researcher	23
1.13	Objectives of the Study	24
1.14	Research Questions	25
1.15	Hypothesis	25
1.16	Conceptual Framework	26
1.17	Conclusion	28

2	**Chapter-Two (Review of Literature)**	**29**
2.1	Introduction	29
2.2	Globalization and its Different Aspects	30
2.2.1	Globalization	31
2.2.2	Economic Globalization	32
2.2.3	Political Globalization	34
2.2.4	Cultural Globalization	35
2.3	Women's Empowerment and its Different Aspects	36
2.3.1	Women's Empowerment	36
2.3.2	Economic Empowerment	38
2.3.3	Political Empowerment	42
2.3.4	Social Empowerment	46
2.3.5	Family/ Interpersonal level Empowerment	49
2.3.6	Individual level Empowerment	51
2.4	Theoretical Framework	52
2.4.1	Theoretical Exposition of Globalization	52
2.4.2	Globalization Paradigms	53
2.4.3	Three Tendencies in Globalization Theories/ Globalization Perspectives	53
2.4.4	Fourth Wave of Globalization	56
2.4.5	Associated theories of globalization	57
2.4.6	Women's empowerment Stand Points	62
2.4.7	Batliwala – challenging patriarchal relations	64
2.4.8	Kabeer – Resources, agency, and achievements	65
2.4.9	Rowlands – spheres of empowerment	65
2.5	Theoretical linking of Globalization Influences on Women's empowerment	69
2.6	Conclusion	73
3	**Chapter-Three (Methodology)**	**74**
3.1	Introduction	74
3.2	Choice of Research Approach	75
3.2.1	Mixed Methods Approach	75
3.2.2	Study Design-Mixed Methods Sequential Explanatory Design	77

3.3	Area of the Study/ Universe	80
3.4	Quantitative Approach	82
3.4.1	Population	82
3.4.2	Sampling Approach	83
3.4.3	Sampling Technique, Procedure, & Sample Size	84
3.4.4	Data Collection Tool	86
3.4.4.1	Piolet Study	86
3.4.5	Data Collection	88
3.4.5.1	Study Participants	88
3.4.6	Data Analysis	89
3.4.6.1	Stage one (pre-analysis stage)	89
3.4.6.1.1	Screening and Cleaning the Data	89
3.4.6.1.2	Assessing Reliability and Normality Analysis	90
3.4.6.2	Stage Two (main analysis stage)	93
3.4.6.2.1	Clarification of Items Studied	93
3.5	Qualitative Approach	94
3.5.1	Population	95
3.5.2	Sampling Approach	95
3.5.3	Sampling Technique, Procedure and Sample Size	96
3.5.4	Data Collection Tool	97
3.5.5	Data Collection	98
3.5.5.1	Use of Identifiers	98
3.5.6	Data Analysis Procedures	99
3.5.6.1	Thematic Analysis as Research Approach	100
3.5.6.2	Analytical Approach	100
3.5.6.3	Writing up the Findings	100
3.5.6.4	Setup-Quote-Comment (SQC) Model for Data Presentation	101
3.5.6.5	Data Analysis	102
3.6	Ethical Considerations	104
3.7	Conclusion	105
4	**Chapter-Four (Results) (Quantitative Data Analysis)**	**106**
4.1	Introduction	106

4.2	Demographic Analysis of the Respondents (section one-01)	107
4.3	Descriptive Analysis of the Data (section two-02)	114
4.3.1	Role of Globalization in Empowering Women in Pakistan	135
4.4	Inferential Statistical analysis of the Data (section three-03)	157
4.5	Conclusion	165
5	**Chapter-Five (Results) (Qualitative Data Analysis)**	**168**
5.1	Demographic Analysis of the Respondents (section one-01)	168
5.2	Presentation of Findings (section two-02)	172
5.2.1	Theme # 01: Are Women in Pole Position?	172
5.2.1.1	Sub-theme # 01: Perceptions about Women's Condition	172
5.2.1.2	Sub-theme # 02: How Women are Perceived at Socio-cultural Level?	176
5.2.1.3	Sub-theme # 03: Women's Situation in Economic Domain	184
5.2.1.4	Sub-theme # 04: Women's Ranking in Political Sphere	187
5.2.2	Theme # 02: Pakistani Culture in Global Era	191
5.2.2.1	Sub-theme # 1: Mass Media, Technology, & Cultural Change	192
5.2.2.2	Sub-theme # 2: Changing Social Institutions & Gender Roles	198
5.2.3	Theme# 03: Economic Viability & Globalization	205
5.2.4	Theme # 04: Global Power Dynamics & Politics in Pakistan	211
5.2.5	Theme # 05: Impact of Globalization on the lives of Women	216
5.2.5.1	Sub-theme # 01: Pragmatic Influences of Globalization on Women	217
5.2.5.2	Sub-theme # 02: Ineffective Consequences of Globalization for Women	222
5.2.6	Theme # 06: Is there any Relationship between Globalization and Women's empowerment?	226
5.2.7	Theme# 07: Does Higher Education & Employment Opportunities Empowering Pakistani Women?	233
5.2.7.1	Sub-theme # 01: Higher education, Individual Autonomy, and Family Interpersonal Relations	234
5.2.7.2	Sub-theme # 02: Employment Opportunities and Economic Empowerment	237

5.2.8	Theme#08: Global Political Scenario, Pakistani Government, & Political Empowerment of Women	240
5.2.9	Theme # 09: Cultural Globalization and Women's Social Empowerment	249
5.2.10	Theme # 10: Issues & Challenges in the way of Women's Empowerment	255
5.2.10.1	Sub-theme # 01: Challenges related to Socio-cultural Globalization	256
5.2.10.2	Sub-theme # 02: Issues related to Political Globalization	260
5.2.10.3	Sub-theme # 03: Hurdles related to Economic Globalization	262
5.2.11	Theme # 11: Course of Action for Empowering Pakistani Women	264
5.2.11.1	Sub-theme# 01: Measures at Individual, Family, & Social level	265
5.2.11.2	Sub-theme# 02: Measures at Political Level	268
5.2.11.3	Sub-theme# 03: Measures at Economic level	270
5.3	Conclusion	271
6	**Chapter-Six (Discussion)**	**273**
6.1	Introduction	273
6.2	Discussion of Results	274
6.2.1	Objective # 01: The status of women in different spheres of life in Pakistan	275
6.2.1.1	Are Women in Pole Position?	275
6.2.1.2	Perceptions about Women's Condition	277
6.2.1.3	How Women Perceived at Socio-cultural Level?	278
6.2.1.4	Women's Situation in Economic Domain	280
6.2.1.5	Women's Ranking in Political Sphere	281
6.2.2	Objective # 02: Influence of globalization in Pakistan	284
6.2.2.1	Pakistani Culture in Global Era	284
6.2.2.2	Mass Media, Technology, & Cultural change	285
6.2.2.3	Changing Social Institutions & Gender Roles	287
6.2.2.4	Economic Viability & Globalization	289
6.2.2.5	Global Power Dynamics & Politics in Pakistan	290
6.2.3	Objective # 03: Relationship between Globalization and Women's Empowerment in Pakistan	292

6.2.3.1	Impact of Globalization on the lives of Women	293
6.2.3.2	Pragmatic and ineffective Consequences of Globalization for Women	293
6.2.3.3	Is there any Relationship between Globalization and Women's Empowerment?	295
6.2.3.4	Does Higher Education & Employment Opportunities Empowering Pakistani Women?	297
6.2.3.5	Higher Education, Individual Autonomy & Family Interpersonal Relations	298
6.2.3.6	Employment Opportunities and Economic Empowerment	300
6.2.3.7	Global Political Scenario, Pakistani Government, & Political Empowerment of Women	302
6.2.3.8	Cultural Globalization and Women's Social Empowerment	304
6.2.4	Objective # 04: Measures for effective empowerment of female beneficiaries	306
6.2.4.1	Issues & Challenges in the way of Women's Empowerment (i.e. issues related to socio-cultural, political, and economic globalization)	307
6.2.4.2	Course of Action for Empowering Pakistani Women (i.e. measures at individual, family, social, political, and economic levels)	309
6.3	Discussion with reference to Theoretical framework	311
6.3.1	Theoretical Exposition of Globalization and Women's Empowerment Stand Points	312
6.3.2	Theoretical linking of Globalization Influences on Women's Empowerment	314
6.4	Contributions of the Study	316
6.4.1	Theoretical Contribution	316
6.4.2	Contribution to the Body of Knowledge: Quantitative & Qualitative	317
6.4.3	Methodological Contribution	319
6.5	Conclusion	320

7	**Chapter-Seven** **(Summary, Conclusions, and Recommendations)**	**321**
7.1	Introduction	321
7.2	Summary of the Study	321
7.2.1	Synthesis of Major Findings	323
7.3	Conclusions	341
7.4	Limitations of the Study	348
7.5	Recommendations for Practice and Policy	349
7.5.1	Recommendations with reference to Women Status	350
7.5.2	Recommendations with reference to Influences of Globalization on Pakistan	350
7.5.3	Recommendations with reference to Influences of Globalization on Women's Empowerment	351
7.6	Future Research Directions	354
	References	**356**
	Annexures	**381**

List of Tables

Sr. #	Title	Page #
2.1	Interpretation of Globalization	62
2.2	Women's Empowerment Standpoints	68
2.3	Theoretical linking of Globalization Influences on Women's Empowerment	72
3.1	Summary of Methodology	74
3.2	Summary of Study Area/ Universe	81
3.3	Summary of Quantitative Approach	82
3.4	Faculty wise Breakup of Study Participants	85
3.5	Programme wise Breakup of Study Participants	86
3.6	Reliability and normality analysis of Major Scales	92
3.7	Summary of Qualitative Approach	95
3.8	Distribution of the Sample Size for Qualitative Data	97
3.9	Mapping of Thematic Analysis	103
4.1	Socio-demographic Characteristics (Age, Education, Educational Faculty, and Occupation) of the Study Population (N = 376)	108
4.2	Socio-demographic Characteristics (Marital Status, Family Type, Age of Male and female children) of the Study Population (N = 376)	110
4.3	Socio-demographic Characteristics (Area of Residence, Province of Residence, Personal and Family Income) of the Study Population (N = 376)	112
4.4	Descriptive analysis of women status (N =376)	115
4.4(Continued)	Descriptive analysis of women status (N =376)	119
4.5	Descriptive analysis of women equal status with men (N =376)	123
4.6	Descriptive analysis of globalization (N =376)	127
4.6(Continued)	Descriptive analysis of globalization (N =376)	131

4.7	Descriptive analysis of women political empowerment (N =376)	136
4.8	Descriptive analysis of economic empowerment of women (N =376)	140
4.9	Descriptive analysis of social status of women (N =376)	144
4.10	Descriptive analysis of women's autonomy (N =376)	148
4.11	Descriptive analysis of women status and role in family (N =376)	153
4.12	Pearson R correlational analysis of Study Variables (N =376)	159
4.13	Simple linear Regression for the effect of Globalization on Women Political Empowerment	161
4.14	Simple linear Regression for the effect of Globalization on Women Economic Empowerment	162
4.15	Simple linear Regression for the effect of Globalization on Social Status of Women	163
4.16	Simple linear Regression for the effect of Globalization on Women Autonomy	164
4.17	Simple linear Regression for the effect of Globalization on women status and Role in Family	165

List of Figures

Sr. #	Title	Page #
1.1	Conceptual Framework	27
2.1	Women's Empowerment Model by Kabeer,1999	71
3.1	Modeling: Mixed Methods Approach of Research	79
5.1	Demographic Characteristics of the Respondents	169

List of Annexures

Sr. #	Title	Page #
Annexure-I	Structured Questionnaire	381
Annexure-II	In-depth Interview Guide	395
Annexure-III	Interviewees' Profile	398
Annexure-IV	Example from data of Reflective-TA	400

List of Abbreviations

ODL	Open and Distance Learning
AIOU	Allama Iqbal Open University
RDs	Regional Directors
KP	Khyber Pakhtunkhwa
AJK	Azad Jammu &Kashmir
GB	Gilgit Baltistan
SPSS	Statistical Package for Social Sciences
Eq w Men	Equality with Men
Pol. Emp.	Political Empowerment
Eco. Emp.	Economic Empowerment
SSW	Social Status of Women
WA	Women Autonomy
R in F	Women Status & Role in Family
TA	Thematic Analysis
SQC Model	Setup-Quote-Comment Model

CHAPTER 1

INTRODUCTION

1.1 Introduction/Background

The present study is an attempt to analyze and assess the influences of globalization on women's empowerment in Pakistan. This has been done through an analysis of the various predominant dimensions of globalization and women's empowerment by exploring influences (positive, negative, feeble) of globalization on empowering women in Pakistan.

Since the last few decades globalization has significantly improved the lives of women worldwide, most importantly the lives of those women in the developing world (Butale, 2015). The current wave is helping women to involve in all domains of life i.e. socio-political, economic, recreational, and cultural. However, women remain deprived in many spheres of life, including access to education, getting employment opportunities, health care facilities, and even their basic human rights (Syed, 2018). Although the low status, deprivation, harassment, and exploitation of women have been practised throughout history, such treatment has become more observed and widespread with globalization. Despite this optimistic viewpoint towards globalization that it has brought improvement specifically in women's lives over the globe, globalization has another outlook with the power to create highly undesirable confrontational influences. Therefore, it is in this context that the following examination of the conception of globalization with all its prospects and consequences on women's lives and their empowerment is essential.

After the Second World War, for about the last 40 to 50 years, the power structure of the world has observed a shift of power from the Europeans to the Americans, leaving power in the hands of even fewer nations. In such a scenario, de-colonization played a vital role in bringing change in power dynamics to the world which led to a greater gulf between the core and peripheral nations. Therefore, the diversity of the influences of Globalization that followed

this period was not synchronized all over the globe, it impacted each region differently and Pakistan is no different.

Like all other nations, it has also specifically impacted the economic and cultural domains predominantly. Economically, developing countries like Pakistan have limited resources that hinder their integration in the international market. Theoretically, liberalization, another cardinal principle of globalization, is a process ultimately aimed to make the export market profitable by encouraging competition, improving quality, and providing employment. But such a process increased the unemployment rate, from an average of 3.5% during 1981-90 to 6.0% in 2015 (Economic survey 2014-15). Pakistan has regained access to international capital markets, and the country has received disbursements from the IMF and other development partners which all will further assist Pakistan in becoming economically stable but overall, no doubt has greater potential to open up the opportunities for women work participation in different areas of life (Institute of Strategic Studies Islamabad-ISSI, 2015).

Furthermore, globalization has allowed cultures of the world to diffuse into each other with the help of cultural elements i.e. language, norms, values, customs, and traditions. While opening the exposure to the world's nations, it opens doors also leads to the blending of cultures and the deterioration of unique cultural differences. Today, trending globalization, like in all other countries, is affecting the culture of Pakistan also in both positive and negative aspects. Technology and mass media expedite changes in the culture and promoting the values of the particular country on an international platform (Indrati et al., 2018). And Pakistani media is seen moving towards a more westernized and liberal approach. As a result of Globalization, the English language is becoming popular and lingua franca. English and American television networks that broadcast their programs across the globe play an important role in the popularity of this language across the nations worldwide (McGovern, 2019). Further, families are morphing into nuclear families rather than joint families, a tendency that suggests that Pakistani

culture is now moving towards individualism (Shahzad, 2015). Gender roles seem to be changing and women's rights have become an important matter of discussion and apprehension as women in Pakistan today strive to learn better and achieve more (Ibid.). Another important aspect of cultural change can be seen in the everyday lifestyle i.e. dress code and food. Now specifically for women, the acquisition of education, work, and mobility are comparatively acceptable by society specifically in urban areas. Such socio-cultural changes have been leading to far-reaching effects for women regarding their empowerment and status in society (Ibid.).

Keeping the above scenario in view, this socio-cultural fabric of the globe along with, demographic changes, urbanization, cultural influences, and exploitative manoeuvres impacted the globe in both positive and negative ways. In Pakistan, increased population growth coupled with shrinking employment opportunities caused the gulf between 'have' and 'haves not' to widen. The idea of liberalization of markets gave way to the free movement of goods, labour, ideas, and services locally, regionally, and internationally. Resultantly, as competition increased, more educational and professional institutions sprung up in the country and the quality of education improved. An undesirable consequence of this was the accelerated free movement of drug cartels and terrorists (Ibid.).

Consequently, developing nations like Pakistan have not yet been able to harness the full potential of globalization. However, with some premeditated modifications in their national policies specifically regarding economic and foreign affairs a transformation could be brought about. Only then would Globalization's impact on Pakistan be fully beneficial. In this context, the current study has focused on that in such changing situation how globalization is affecting the existing world for women in Pakistan.

1.2 Understanding Globalization

Globalization is a theory and a process. As a theory, it seeks to explain the integration of economies and societies around the world as they are knit together by travel, language, values and ideas, trade, labour and financial flows, communication, and technology. It also addresses the political interconnectedness of nations via global governance arrangements and expanding cultural exchange via the Internet, mass media, travel, etc. As a process, globalization affects all countries, some more favourably than others, in terms of economic growth, national sovereignty, and cultural identity. Globalization brings opportunities and challenges. Poor countries are especially vulnerable to vagaries of globalization that can exacerbate existing inequalities and subordinate national priorities to global ones (Gulmez, 2017).

Globalization has three major components including economic, political, and socio-cultural. While understanding economic globalization, we can say that focuses on the merger and integration of financial markets internationally also, multinational corporations-MNCs that have a substantial impact on international economic domains. It is also concerned with flows of goods and services across borders, international capital flows, trade barriers, immigration, and the spread of technology, and knowledge across the globe. It is a source of much debate and conflict like any source of great power. Further, production and consumption, advancements in economic zones across the globe, and its influences on different regions of the world are few aspects of economic globalization (Samimi & Jenatabadi, 2014).

Next, political globalization refers to "the intensification and expansion of political interrelations across the globe". It deals mainly with policies designed to facilitate international trade and commerce. It also deals with the institutions that implement these policies, which can include national governments as well as international institutions, such as the via world bank-WB, international monitoring fund-IMF, world trade organization-WTO, etc. Finally, cultural globalization as Giddens (1990) tried to define a social aspect of globalization as, "worldwide

social relations which link distant localities in such a way that local happenings are shaped by events occurring many miles away and vice versa". Cultural globalization emphasized the social factors that cause cultures to converge such as increased ease of communication and transportation, brought about by technology.

All different components of globalization are interlinked and interdependent. Globalization at the economic level can only be executed if there will be policies and rules/regulations for certain liberal trade that comes under the domain of political globalization. Same way, cultural globalization is also affected by political interventions and cross-border mobility, and the trade of goods and services that provide international exposure of other cultures and take out possibilities for cultural diffusions in varying societies. Currently, media and technology is the binding force for all variant components of globalization to expediating the linkages between them (Lutkevich, 2020).

1.3 History of globalization

It seems a moot question when someone asks about the history of globalization. Current literature, media, and common practices provide a feel about the influences of globalization as a recent trend emerged before few decades (Pieterse, 2012). The usual timeline of globalization emphasized by scholars and researchers is post-second world war and on the minimum post-cold war. Effective database on globalization in the variant fields of knowledge can be accessed from the 1970s or 1980s onward (Ibid.) and this era has been considered as most relevant as well as have accelerated global flows and effects.

Ritzer took globalization origin as in its extreme form, homogenization, which is also known as convergence, advances the possibility that local cultures can be shaped by other more powerful cultures or even a global culture (Ritzer, 2010). This perspective is reflected in several concepts and models such as the Global Culture, Americanization, and more importantly the McDonaldization theory (Hassi & Storti, 2012). Scholte (2005) also distinguishes between

phases of globalization, suggesting that earlier forms were more emergent than achieved. He says that from the 1850s to the 1950s globalization was 'incipient', and after the 1960s it was 'full scale', but that up to the eighteenth century it was more 'emergent' or in a state of 'intimations' up to the nineteenth century. Further, Hopkins (2002a) distinguishes the modern period of globalization from others. He says that globalization shifted from being Eastern to Western and developed from European and then North American expansionism in the nineteenth and twentieth centuries. He talked of the different eras of globalization. First, identifies economic and technological developments, next as the nation-state as a key agency. And third, Hopkins identifies international organizations that have developed with globalization. For Giddens (1990), globalization is a consequence of modernity that is inherently globalizing. Modernity is a product of the West, first Europe and then more North America, especially the USA, so globalization is about the expansion of the West and rooted in capitalist expansionism (Martell, 2017). The current study has focused on the contemporary system (1970 onward) the fourth wave of globalization which is more dominant by MNCs and is technology-driven and making the world fast shrinking. Now, globalization influences are inevitable to the worlds' countries even developing and underdeveloped regions facing its impacts in various domains of life.

1.4 Influences of Globalization

The effects of each type of globalization can be felt both locally and globally and can be observed in interactions at every level of society, from an individual at the micro-level to society at the macro level. At the individual level, it includes international influences for ordinary people in society, however, when it extends to the community level it may include local industry, organizations, and economies. Further institutional level influences extend its horizon to multinational corporations, national governments, and higher education institutions that have international students.

Fariooz (2015) discussed "The Impact of Globalization in the Developing Countries" highlighting that effects of globalization are not uniform as at one end, core countries' investments in the developing world creating employment opportunities which is a positive side of globalization. However, on the flip side globalization also has created increased inequality in form of gaps between rich and poor in the developing world. According to the United Nations Development Programme (1996), the gap between countries has widened, even though there has been a worldwide surge in economic growth over the past decades, but it has benefited only a handful of countries.

Further, looking at influences of globalization in specific domains i.e. economic impacts include improvement in the standard of living, increased competition among nations, and inviting income gap between the rich and poor are a few of the prominent impacts. Next, social impact includes increased awareness of foreign cultures and loss of local culture. Accordingly, political influences included international bodies and organizational involvement in policies and for democratic processes specifically in the developing world. However, some negative or feeble influences include i.e. less job security, extensive division of labour, competition, corporate influences on nation-states, and uncontrol use of media are the few among many impacts. Globalization does have problems and negative effects, but it is not going to disappear, so we need to learn how to reap its benefits and minimize its costs (TROšIĆ, 2016).

Influences of globalization can be observed, analyzing the net impact of globalization is a complex proposition, as positive by proponents and negative by critics. However, globalization benefits the world at large remains a point of debate for researchers.

1.5 Globalization and Pakistan

While assessing the influences of globalization on Pakistan specifically in socio-cultural, economic, and political domains it reveals diversity. In the context of cultural globalization influences on Pakistan, it has been observed that Pakistani media is accessible to an

international audience. Media content reflects societal images in terms of values, norms, dress code, food, traditions, and ideology of all kinds. Subsequently, the worlds 'culture is one touch away from us. Use of electronic, print, and social media via English as a global common language interconnected the societies of the world (Saddiqa et al., 2019).

Accordingly, fast food centres are found on the corners of every street, off the side of main highways, airports, malls, schools, gas stations, local shopping centres, and even in hospitals. Globalization has made it possible for us to access the fashion of different cultures and online shopping can also be observed now in Pakistan. Though, globalization influences various aspects of culture and society but global media effects on our culture of gender empowerment are worth mentioning. When we talk of globalization influences on society so these can be observed in education, health opportunities, and especially media the way it projects these new-age women to the masses which couldn't have been possible without the advent of globalization (Nelissen, 2018). Regarding globalization, it has been observed that we look at its negativity more as compared to its positive facets. Pakistani culture has become more open and accepting global influences but at the same time, there has been a marked increase in religiosity. Though, now in our society males have started to give trust and space to women so it's helpful to understand each other and in this way can get control over their issues.

In a middle-class family's household items seem to be fairly standardized (television, computers, laptops, microwave oven, and other gadgets, etc.). Festivities like valentine's day, father/mother's day, and birthday parties have also evolved in society and are celebrated exactly as in the west. With the introduction of advanced communication, technologies distances seem to have been largely overcome as people are communicating on video calls with the help of various software available on their smartphones (Coteli, 2019). Now it's very easy to travel, communicate, and be in touch with our loved ones even if there are miles of distance. Globalization has reduced the restrictions between the countries and made it easy to move

anywhere in the world for living, study, employment, and has enhanced tourism as well (Tribune News, 2016).

There are certain influences of globalization on the economic and political domains of Pakistan as well. In the age of technology mobility of people has increased and obviously, it's from Pakistan to other countries do not vice versa. The second influence is the availability of goods as the international market invaded first and then created the demand market for their goods here. This has been created consumer culture, consumer demands, and consumer dreams as people were not thinking and imagining like this way previously. We can take an example of China, Chinese goods have been captured the market not only in Pakistan but in different regions of the world. Now the pace of globalization is at its ever maximum, so this aspect makes it a concern for many countries of the world (Samimi and Jenatabadi, 2014). In trade and commerce, the Pakistani commodities are showcased at a larger span and sphere, which attracted good businesses and as a result, the trade volume is increasing. The competitiveness at the global level also helps in developing modern and competitive products and services (Shah, 2019). Society is emerging with having more access to modern technologies and cost-effective products which led to improvement of quality of life of general people. In the foreseeable future, we can say that the number of vetoes will be increased than ever before, because of the growing demand for the establishment of new international institutions that can produce practical solutions to resolve the global crises. So, we can observe the shift of global economics and trade towards EAST because of china and India in the region. And same is the case for Pakistan too, as the present government is bent upon making the CPEC a success story. In the industrial sector, we are facing the problem of foreign competitors, so we need a lot to improve our industrial competency. Globalization has reduced trade barriers so that's why there is an increase in exports and communication technologies which are playing their role in the economic development of the country." Globalization has opened new avenues for people

particularly creating learning and earning opportunities for women of 3rd world countries. Further technology gave a boost to increase the efficiency of financial systems e.g. if we need to send money so don't need to send via money order now we have e.banking and other fast sources for sending and receiving money from anywhere in the world. We are living in a capitalist system here in Pakistan; it's just useless if we say we have an Islamic financial system, Islam has not given any economic system. Though, loop wholes of financial mechanisms in the capitalist system are fearful and don't seem to have benefits for Pakistan. Simply, it can be observed if we look into our exports and agricultural production, "our agriculture provides employment to 54% people and provides livelihood to 65% people of the rural areas of Pakistan." So, the major crises in the agriculture field we are facing that globalization has ended up the value of commodities and people are becoming disempowered who are associated with agriculture production. But now, we see more women in organizations. Generally, the number of working women has increased. The positive side is that women are now improving their financial requirements on the other hand the issue of providing safe places for children to be nurtured is decreasing. The reason being the absence of both the parents as they are busy working outside the house (Rehman et al., 2015).

Pakistan is emerging as a mature democratic country in the world and the future can be expected as of only elected female political members as in comparison, we observe them now on reserved quotas. It's a global influence that in a male-dominated society people are now willingly allow their wives and daughters to join politics. They also supporting and promoting their women to participate in politics even we can see lots of women in local bodies' legislator Bajwa (2009). We are now moving towards a legislator of 10% in place of 5% for women so women participation further can increase, and they can more influentially play their role for the betterment of society. Globalization governs the foreign policy of any state, so Pakistan is no different. In Pakistan, politics itself has evolved with several influences from outside countries

in local politics. Further, with globalization, it is necessary to bring within itself, a change in political ideas including the rise of identity politics, transnational civil society, and new forms of governance as well as globalization of even human rights for which our country has no base to fight with (Planning Commission, 2014).

1.6 Status of Women in Pakistan

According to Khan (2020), the overall literacy rate of women in Pakistan is still very low which is also the lowest in the region. The health care system is also unequal for women with poor health facilities. The employment ratio of women is 48% which is not connecting the dots of the developmental criteria of a country. Pakistan's constitution prohibits discrimination by every means but still, many issues encourage inequality (Khan, 2020).

According to the survey of the World Bank in 2016, the female employment rate of Pakistan is 48.63%. It is reported that 56% of male students compared to 44% of their female counterparts are attending schools. The situation is very deplorable in rural areas as only 20% of residents in the rural areas of Baluchistan can read and write. Pakistan has the lowest literacy rate in the world. Out of every 10 students, 5 are out of school. Only 4% of female students can reach the degree level which is mayhem for the nation (World Bank, 2016).

According to the Global Gender Gap Index 2020, Pakistan is the third-worst country in the world for gender equality, ranked 151st out of 153 countries studied (WEF, 2020). A study reported that 90 % of the women from the Bahawalpur district of Pakistan are facing domestic violence and all these violations are made by their family members such as husband, brother, father, and other male family members. (Ashraf et al., 2016).

Further, Qamar (2018) argued that for Pakistani women, the status and role are interpreted according to the patriarchal values embedded in the social meanings and interpretations of religious and cultural norms. The lower level of personal and social development makes them more vulnerable to raise voices for themselves in any sphere of life. Thus, women are

marginally represented in political and legislative forums too. The laws and policies formulated in these political institutions are not sufficiently serving women's interests to improve their educational, social, and economic status in society (Tabassum, 2016).

The status of women in Pakistan varies considerably across classes, regions, and the rural/urban divide due to the uneven socioeconomic development and the impact of tribal and feudal social formations on women's lives. Overall, improvements are visible now i.e. women are in higher education, laws for their rights e.g. All Pakistan Ulema Council (the largest groups of religious clergies in Pakistan) have issued a Fatwa against honour killings, also punishments for violence against women but still, there is a long way to go for women to come at power with men in Pakistani society.

1.7 Understanding Women's empowerment

Women's empowerment is a complex, multi-dimensional, fluid, and emerging concept in the existing literature. It has economic, political, social, cultural, religious, personal, psychological, and emotional elements. Empowerment appears to be context-specific and has multiple determinants. Empowerment is believed to be the road to women's equality, rights, and fulfilment, while the instrumental view regards women's empowerment as the means to a better family, economy, society, and nation.

As reported by Buvinic et al. (2020) women's empowerment is about the process by which those who have been denied the ability to make strategic life choices acquire such an ability. A wide gap separates this processual understanding of empowerment from the more instrumentalist forms of advocacy which have required the measurement and quantification of empowerment. The ability to exercise choice incorporates three inter-related dimensions: resources (defined broadly to include not only access but also future claims, to both material and human and social resources); agency (including processes of decision making, as well as

less measurable manifestations of an agency such as negotiation, deception, and manipulation); and achievements (well-being outcomes).

Several studies of women's empowerment are analyzed to make some important methodological points about the measurement of empowerment (Abrar ul Haq, Jali, & Islam, 2017). Hence, while considering the empowerment issues, we need to notice that from where it comes and the particular dimensions where it exists, also while making decisions the context should be considered and the power structures need to be investigated. Likewise, the characteristics of women also need to be considered who are continuously involved in this ever-changing process (Abrar ul Haq et al., 2017). Empowering women contains their capability to impact the way of social change to generate a more social and economic order nationally and internationally (Sepotokele, 2018).

For current study understanding of women's empowerment on the basis of literature assumed that an empowered woman can be defined on different dimensions such as a woman who has individual autonomy by having knowledge, educational skills and confidence (information and knowledge), have involvement in social activities i.e. leads other women and the community, attends public meetings, speaks in public meetings (leadership), can generate income by diversifying activities such as job, crop production, can freely move and work outside home (mobility), an online business (income), at family level empowerment manages her household well, plans for family and educates her children, lives in harmony with husband, uses family planning (reproduction), and has a say/voice in joint decision-making (input in decisions), has assets such as a house and has the ability to save (resources/ economic empowerment), uses her time properly (time), has good conduct, e.g. respect and supportive (behavior), can be aware of her rights and participates in politics (political empowerment).

1.8 Globalization and Women's empowerment

Globalization has impacted women specifically urban women in various ways. The availability of the internet has first opened new horizons and women are in many ways not relying on men for information now. With the introduction of smartphones, a whole new world of applications has been opened for women which can be seen in the rise of women entrepreneurs who are now able to earn money while staying at their homes. Many of these women have degrees from prestigious institutions but owing to the stronghold of the institution of marriage they are confined to their houses. But these women can tap other women by using platforms like Facebook to open their small businesses and they are now flourishing, so economic independence is one of the merits of globalization. But at the same time, it has also led to the creation of a market for brands which is widening the gap between classes ultimately and affecting the production of locally produced goods. Some of the foreign women activists' groups in countries other than their own now fairly accessible for these Pakistani women to watch on TV screens or their Facebook have encouraged them to take a more active role in their society as well. In Pakistan, women are treated as productive only in household chores and child-rearing. They face many of the constraints while taking part in the economic arena. However, the case has been changing due to the rush of economic needs and globalization. Consequently, low level of education, females have been restrained but due to educational empowerment, women are now empowered in decision making, choice of life partner, political participation, and even in some areas have equal rights to that of males. The positive side is that women are now improving with their financial matters.

We can't analyze women independent of social, economic, and political spheres. As it can be observed that for the educated middle-class new opportunities have been created e.g. education, new professions, networking, communication, etc. which has been resulted in their empowerment. Due to globalization and the fast pace of economic integration in developing

economies Pakistan too reflects a boost of economic and infrastructural developments, mostly in urban centres leading rural men to move to urban centres in search of better work. Which, enhancing the role of rural women as household heads and in many cases wage earners too. In urban centres due to the role of MNCs, career opportunities for women have also increased creating the need for better education for them in Pakistani society.

Women are getting empowerment in different fields of life. In earlier times, women were dependent on their male members of the family for all the matters related to them. However, now they are becoming educated, professional, and earning so this is making them more confident and independent. Women are getting more aware of their rights and responsibilities and now performing their duties more efficiently in all walks of life. Women are part of family decisions related to marriage, children, and financial matters, etc. now. Eventually, they are having a more positive image and prestigious position in society. They are no more dependent on men to travel somewhere because now we have more safe sources of transportation for travelling across the country. So, financial independence guaranteeing empowerment in all other spheres of life. Further, because of globalization, there is greater access to information and resources which provides greater opportunities for everyone, especially for women. With globalization, multinational organizations came and that brought lots of job opportunities. So, one positive side is that there are multiple job opportunities for them, and secondly, it is linked with their independence. Once they are economically independent it reduces their chances of being exploited at a domestic level. Second when we look at the overall reduction of poverty, so we can say that it can play a very important part to improve the status of women in society as right now they are the sufferers. And finally, there are national and international organizations working on awareness and sensitization of women-related issues i.e. women's rights, education, health, access to resources and to avail them, community participation, as well political participation, which are bringing changes in women's life in Pakistan. Some of

the major changes and impacts of globalization in Pakistan for women can be observed such as higher education and job opportunities, improved healthcare system, sharing of information and have modern technologies, opportunities for global trade and businesses, new professions, creativity and innovation, awareness of women's rights, etc. (Kaur, 2018).

Globalization brought many changes in women's development in Pakistan. After the liberalization process, women's rights have gained impetus and turned into a national issue and become a symbol of modernization. The development of women's own business has permitted them to start national and regional business links to grow their entree to business setups and markets and endorse their business wellbeing. Women are participating in politics, stand and compete with men in different regions of Pakistan. Globalization has changed today's Pakistani economic and political scenarios. Globalization brought women into the workforce; it gives power to women they lacked in the past (Butale, 2015). The power to end the present scheme that sorts poverty, corruption, and domination. Further, globalization reinforced various institutional and socio-cultural fences for the actual use of women in the country's social, political, and economic development. With all these international influences on different domains of the country, globalization has influenced women too, and we can't deny it.

1.9 Scenario of Women's empowerment in Pakistan

The presentation of the prevailing situation of women's empowerment in its variant domains i.e. at individual and family level, economic, political, and social empowerment has been part of this section of the chapter.

In any country education and employment opportunities are going to empower women not only at the individual or family level rather it provides a base for social standing and enabling women participation at community and political levels and Pakistan has no exceptions, we are not reinventing the wheel. But the scenario is a bit different in the case of Pakistan, as at one

place education and job empowering women but at the same time being part of a transitional society they are overburdened with these opportunities as here; the case is not like the west so they are expected to have all house responsibilities too along with their outside job responsibility. No doubt in past, women's have been excluded from the practice of well-paid jobs and high-status occupations because of lack of appropriate skills and higher professional education (Sarwar & Jadoon, 2020). But now women can be found in many servicing professions e.g. medical, judiciary, education, and forces, etc. of successfully empowered women in Pakistan. We can observe now a huge number of women studying in universities and different professions with confidence and efficiency though still facing hurdles e.g. harassment at workplace, the majority not in education, lack of opportunities, lack of equality, and glass ceiling, etc. they still have a long way to go. It's a fact too that the increase in educated women has not translated equally into women entering the job and business market, reasons are mostly family and social system of society (Razavi, 2012).

Attainment of higher education and then entry to the workforce has ultimately brought a decline in birthrates which has improved the maternal health situation in Pakistan. An educated mother has more say in decisions related to children and family affairs. If women have contributed to the family economy, they are appreciated and treated respectably by their families as well as society. Even in cities, women are getting married by their own choice within a family and out of a family. Yes, gender discrimination in employment is there as unfortunately, the number of women in executive-level positions is very less as compared to their number in the total population in Pakistan. In this scenario, if we educate and skilled them, they can more productively serve the family and society. Presently, the significant role of women in various sectors is an indication of improving the environment for women and their empowerment in Pakistani society (Haq et al., 2019).

Globalization in terms of the economy has improved women's development in Pakistan by creating employment opportunities, technological improvement, and increasing purchasing power. Women have started their businesses and expand their entrepreneurial activities. Globalization brought great freedom to women, especially those living in traditionally conservative countries like Pakistan where women are able for the first time to be economically independent of men and to have at least some choice in their personal lives (Quresh, 2019). Now we are having many new emerging professions and occupations i.e. in the field of technology, media, designing, marketing, food, etc. with a lot of space for women. we have many women-led organizations that are working excellently even if we compare ourselves with many other nations. Women are having great potential and because of their skills they are moving up day by day because if you give favour to someone it can't empower them, so they are struggling hard and earning their prestige and position in society.

On contrary, according to Jaffri et al. (2015) economically women are not as such independent even if they are doing jobs and earning even the high-ups' women who are holding good positions and having high qualifications. So, if women are not financially independent, they can't be in a position to make decisions about themselves or anything else and you will always be remaining dependent and bounded. In Pakistani society to move forward women need the support of men; without their support, our systems and societal structures are not that strong that can make women independent of men. So financial support of family is becoming the responsibility of women and men even though they are earning are getting spare from this role of family.

Our government had a rigid impression in past to the world but with the involvement of women in politics, the world has a soft image of our country now. Many NGOs and INGOs are working on women's political empowerment in Pakistan (Shawar et al., 2019). We have good examples of women's representation in politics for the world as had women Prime Minister-

PM and some other women as political activists, parliamentarians, etc. Pakistan is an active member of the United Nations. It has ratified all important treaties relating to women's empowerment such as Conversions and Elimination of all Forms of Discrimination Against Women (CEDAW), Beijing Declaration and Platforms for Action, Women anti-harassment Law at workplaces, etc. These initiatives have improved the vision of Pakistan and also empowered women in Pakistan to a greater extent.

Pakistani women are aware of political participation in terms of voting for their desired political party as this trend was lacking in the past. Mostly, a vote was cast on the will of an elder of the family, but this changing trend is also due to education and awareness among people. Now women have their own will, they participate and cast their vote and stand and support a specific party of their own choice. Moreover, females in this globalized society are not only limited to casting votes but they are now elected as legislative members for the provincial and national assembly parliament. They formulate different policies for the government organization and making a plan for the nation's future (Khattak & Higdon, 2020).

However, the role of the government in the global political scenario and adherence to international organizations/bodies, etc. is not up to the mark as women's visibility in politics still not empowering them because a majority of women representatives are family members of male politicians in Pakistan. As far as the numerical representation of women in the parliament is concerned, yes! the international influence is there. But at the local level, women's involvement in politics and their awareness is not as such the outcome of global influences. Still, our politics is dominated by males; women are excluded from the decision-making process. But yes, women are visible in electoral politics now as compare to the past (Cheema et al., 2019).

After the 1990s as women's economic participation has increased it has played role in improving women's status in our society. Though politically they were de-politicized and

politics remained a male-dominant sphere except for a few parties' efforts for women's inclusion in politics in our society. Presently, access to information and increased awareness also improving women's space in different domains of life including politics and governance. Global interaction positively influences women's status in Pakistan. Now we are coming closer to other societies and this opportunity of access to information and interaction enabling us to better analyze our situation and bring improvement in it (Awan, 2016).

On the flip side, unfortunately, the media is not portraying the Pakistani women in their true spirit rather they have been exploited via media. Their issues presented in a way that made them more vulnerable in society i.e. in cases of rape and abduction. There is no significant impact hence it has not positively contributed to Pakistani society. To bring harmony in society we need to include women in all spheres of life. So, we can't say that they are fully empowered but yes on the way of empowerment.

1.10 Significance of the Study

The phenomena under study have complex and widespread influences across the globe for different segments of societies and no one can get escaped from its diversity. Being part of the global world Pakistan is also experiencing changes in its socio-cultural, economic, and political domains of social life due to globalization. In this field, women's empowerment is also considered. Therefore, developing nations like Pakistan need to have a clear grip on the relationship of changing the global world and address accordingly the disadvantaged group i.e. women (which comprises about half of the country's population) because Pakistan has not yet been able to yield the benefits of globalization. In this context, the current study has focused on that in such changing situation how globalization is affecting the existing world for women in Pakistan.

The present research has contributions towards an existing body of scientific research in several ways i.e. theoretical contribution, contribution to the body of knowledge, and

methodological contribution. Most significantly, the developed theoretical framework under a new empirical research setting drawn from seven-07 globalization and three-03 women's empowerment theories satisfies all conditions with the desired level of fit to the data. This theoretical cohesion results in the addition of new variables, indicators, and categories to the study framework which reveals new theoretical insights. Also, the use of Kabeer's 1999 model of women's empowerment regarding globalization is unique as per the researcher's knowledge women's empowerment variant aspects with influences of globalization different indicators has not been assessed so far in the context of Pakistani women.

This study tries to cover up the knowledge gaps found in literature concerning the subject under investigation. Further, qualitative interpretations added depth to quantitative findings by an explanation of various variables with contextual exemplification from Pakistani society. This validates the extent of findings for generalization from a new perspective of Pakistani women. This study provides fresh empirical affirmation in the literature from a new context of investigation and could be verified in any further research contexts.

The final contribution relates to the methodology as the current study using mixed methods explanatory sequential design which is rare as the phenomena have been analyzed quantitatively or qualitatively found in the literature related to the study topic. This approach will enhance the understanding of phenomena and will explain more comprehensively the study under investigation. Furthermore, the study has developed its constructs of indicators to measure the study variables with the help of an existing literature review. From an exclusively analytical point of view, this study is a contribution to the literature by assessing influences of globalization components on women's empowerment different dimensions in Pakistan as well offers recommendations for practice, policy, and future researches.

1.11 Statement of the Problem

The current wave of globalization has greatly improved the lives of women around the world, especially in developing countries; however, women are still disadvantaged in many areas of life, including education, employment, health, and civil rights. In many parts of the world, including Pakistan women are still waiting for opportunities to be provided to them that can bring improvements in their lives which in return can play role in their empowerment (Kaur, 2018). The openness of the worlds' societies is considered beneficial for the progress of the nations across the globe (Tahira et al., 2017) however, critics of globalization fear that it can have adverse impacts on societies economic development, culture, and overall lifestyles of individuals (Vijaya, 2014). When considering the influences of globalization especially concerning the development of any nation, the impact on women is of immense importance (Jadoon et al., 2018). Globalization has not affected women as a group rather its influences vary concerning their class, caste, ethnicity, and geographical differences. Over the past few decades, there has been observed gender transformation specifically in the developing world, these gender role changes have brought about tremendous changes in the lives of women which needs to be assessed with its multidimensionality regarding influences on their lives in this competitive global era (Tahira et al., 2017).

Existing literature suggests variant interpretations of the globalization and women's empowerment phenomena. Specifically, there is a dearth of literature when we are talking about globalization influences definite shreds of evidence for women in Pakistan (Sarwar & Jadoon, 2020). Further, literature is evidence of exploration of specific dimensional relation between globalization (i.e. trade or media) and women's empowerment (i.e. economic empowerment) (Harrison, 2007; Panchal, 2015; Mahmood et al., 2014). Up to the best of the researcher's knowledge, there is a lake of researches on the assessment of the under-study phenomena with multidimensionality.

The role of globalization is the subject of this study regarding women's empowerment. Although the influences of globalization are continually studied, neither the pace nor the boundaries of expansion are fully clear. Therefore, this study has tried to focus on the analysis of various predominant dimensions of globalization and women's empowerment by exploring influences (positive, negative, feeble) of globalization on empowering women in Pakistan.

1.12 Reflexivity of the Researcher

This study reflects my struggles to achieve higher education and work skills in Pakistan. As a Pakistani woman, who is living in a society that is in its transitional phase of development, I have observed and experienced the various influences of globalization on women in the country. Though, my life journey began in Islamabad the capital of Pakistan; since childhood but being a female member of tribal areas (South Waziristan Agency-SWA) of Pakistan, when observe and experience women of rural and urban areas and varying cultures of Pakistan, also studying and observing women's life in the first world my personal experience with these different cultures women showed me the differences and similarities of the internally valiant women's situations as well as the women of the first world. I found the social status, opportunities, challenges, and overall lifestyle of women of rural and urban as well Pakistani and western vastly different in contexts of globalization and women's empowerment. Even after being an urbanite, having higher education, and a job, there are certain barriers that I continue to struggle with i.e. personal identity, taking stands in a patriarchal social setup, working in a male-dominated work environment, resisting conservative cultural norms and values are few among them. In Pakistani society, it is quite challenging being a woman to deviate from own normative culture irrespective of this if you are from an affluent family, and even irrespective of this if you are advocating or raising voice for gender equality, for betterment in women's lives, families, or in overall society. Women have not been recognized by their education or work skills or by other achievements the only identity that can make them

respectable in society is the family name in Pakistan. Strong family support and access to opportunities i.e. higher education, job, technological skills, ease of mobility being an urbanite helped me navigate through this process of self-actualization which geared up with the openness of the Pakistani society specifically urban towards the global interaction and interconnectedness, and later with my journey through the empowerment.

Through this study, I want to highlight the variant influences of globalization on women's empowerment in Pakistan. A being researcher wanted to come up with a discourse on women's status in different spheres of life. Also, to bring forth the real empowerment situation of those who are struggling with it and opinions of those stakeholders who are influential in point of view building, part of decisions & policymaking, and disseminating the ideas, content, and emerging perspectives related to globalization and women's empowerment in Pakistan. I can relate myself to the experiences, challenges, and aspirations of these women who want to achieve awareness, respectable standing, higher education, and to follow a career path regardless of their gender, class, culture, and ethnic identities. I hope to inspire women to actualize their potentials, to raise their voices for their rights, freedom to education and to choose a career, and to dream of becoming someone who is not constrained by the stereotypical societal norms. It is our responsibility to pave the path for our future generations so that they are not facing the same challenges and barriers even in this globalized era.

1.13 Objectives of the Study

The broad objective of the study is to examine the role of globalization in women's empowerment in Pakistan. The specific objectives of the study include:

1. To study the socio-economic characteristics of the respondents.
2. To examine the respondent's perceptions on the status of women in different spheres of life in Pakistan.

3. To assess the study respondent's perceptions related to influences of globalization in Pakistan.
4. To explore the relationship between globalization and women's empowerment in Pakistan.
5. To suggest suitable measures to improve the situation of socio-economic and political systems in Pakistan for effective empowerment of female beneficiaries.

1.14 Research Questions

1. To explore if access to employment as a result of globalization has empowered women economically?
2. To find out if access to higher education as a result of globalization has empowered women?
3. To explore if the changing role of Government in the global political scenario has empowered women politically?
4. To determine if globalization has contributed to improving the social status of women in the patriarchal Pakistani society?

1.15 Hypothesis

1. There is likely to be an association between the expansion of employment opportunities to women and the economic empowerment of women.

2. There is likely to be a relationship between Society's global interaction and the socio-cultural empowerment of women.

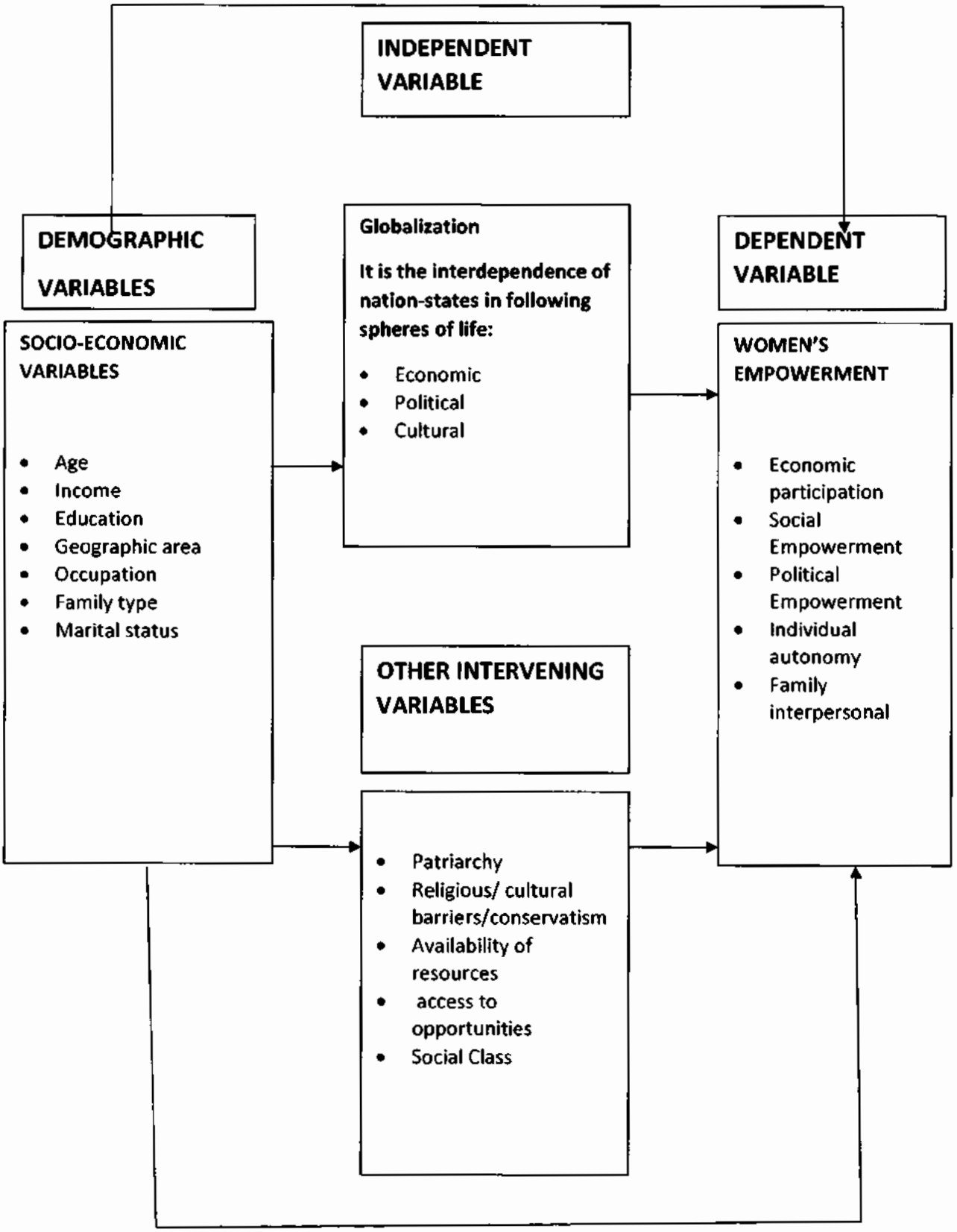
3. There is likely to be an association between a country's adherence to international organizations/bodies and the political empowerment of women.

4. There is likely to be a relationship between global influence and changing women's status.

1.16 Conceptual Framework

Below is the detail of major concepts i.e. independent and dependent variables linkage/relationship with each other in form of a conceptual framework.

CONCEPTUAL FRAMEWORK



1.17 Conclusion

It was tried in this chapter to explore the linkages between influences of globalization and women's empowerment in Pakistan. The significance of the study, objectives, research questions, hypotheses, and conceptual framework was remained key concepts to be explained so the purpose of the study can be grasped. Globalization and women's empowerment are somewhat parallel to each other, we can say that with the influences of globalization women are empowering across the globe and as well in Pakistan. However, women are still being exploited in many domains, but they are struggling and, on the way, to effectively contribute to the development of the country. Efforts should be made on international, national, and individual levels to increase awareness regarding women standing and their contributions so a balance and harmony can be created in society

CHAPTER 2

REVIEW OF LITERATURE

The focused objective of the understudy chapter, titled: 'Review of Literature' is to map out a general overview of globalization influences and women's empowerment. Recently, the concept of globalization is a very popular topic in many various spheres of social sciences. Since the past two decades, there has been a lot of focus and attention of the development sector, international organizations, media has shifted on women related issues and recognition of their contribution to the country's development and return about their empowerment. This chapter emphasizing literature related to the study's aims and objectives by providing a comprehensive understanding of the study variables from different dimensions across the globe. The first part of this chapter gives a brief description of past and current work that comprehends globalization and its variant components. Next, the concept of women's empowerment with its different dimensions is presented. Subsequently, theoretical exposition of globalization and women's empowerment standpoints are part of a chapter. Finally, a brief overview of connections between globalization and raising the power status of women has been presented in the form of a theoretical framework.

2.1 Introduction

The study focus has provided the guideline for organizing this literature review, with the anticipation to provide an integrated understanding of globalization with its various aspects. Globalization helps developing countries in the sense that the phenomenon enables such countries to go with the developed ones in the race of modernization. Modernization helps poor countries to enhance their strengths and potentials. The positive aspects of Globalization encompass numerous areas. The activities of cultural exchange have become very common and frequent because of Globalization because the international economies have progressed a lot.

The world is accessible easily to most people, no matter where do they reside on the face of the earth. Along with all these aspiring aspects of globalization, its influences are not the same for all societies.

Similarly, for the researchers of the social sciences, the phrase "Women's empowerment" has emerged as a topic of great interest. Governments all over the world and various industries are also equally interested in empowering women. The origin of the term, 'Women's empowerment' has been explored through reviewing the related literature. Various viewpoints on elaborating and empowering women have been brought under the magnifying glass of the related literature. The idea of women's empowerment has been investigated in the light of the correlated conceptions of resources, power, agency, and achievements. And the gaps between the existing kinds of literature regarding subject understudy have been identified. Finally, the theoretical model of the current study which connecting economic, political, and cultural influences of globalization with different aspects of women's empowerment i.e. social, individual, family, economic, and political identified developed and explained.

2.2 Globalization and its Different Aspects

The chapter has been started with literature related to globalization and its different components. This literature review examines at the first place generally work done on globalization then leads towards economic, political, and cultural aspects of globalization. This study focus remained on an exploration of globalization different aspects that influence women's empowerment in Pakistan. So, the chapter is based on an explanation of the concept of "Globalization" and of its variant components here in this part. The study focus has provided the guideline for organizing this literature review, with the anticipation to provide an integrated understanding of globalization with its various aspects.

2.2.1 Globalization

The WHO comments on globalization that it is an increased linking of the countries and the people in an interdependent world. "It includes two inter-related fundamentals: the opening of international borders to the increasingly fast movement of people, services, goods, finance, and notions; and the development of policies and institutions; nationally as well as internationally to facilitate such movements." Worldwide business activities are the consequence of Globalization. "The technology book has further multiplied the pace of Globalization" (Pologeorgis, 2021).

Schirato and Webb (2012) say, 'globalization is a set of networks collaborated with technologies and institutions which transform contemporary social, cultural, political aspects of existence'. Globalization in other words is an evolutionary process that can be identified through technological, social, cultural, and historical phenomena.

Another researcher Nagashybayeva (2021) writes; 'international coordination, driven by modern means of transportation & technology and cooperation, has given rise to the present-day unified world. Across the border's movement of the people, transportation of goods and flow of knowledge multiplied prosperity, especially in the 1st world countries. Mass industrial production has improved the living standard of human beings in general.

As per velocity global (2020) report, "The foreign cultures are now easily accessible, globalization made cultures, movies, art and music, of one country available to all the other countries in the world. This free flow of information, art, goods, and people is the cause you can have Thai food directly supplied to your apartment, as you stream your favourite Bollywood movie or listen to your desired UK-based performer. Several countries around the Globe constantly and continuously remain linked, that's why knowledge and technology advance speedily. As knowledge advances very quickly, it can be concluded that scientific advancements made in Asia can reach the USA within no time. Companies produce their

products at very low cost which is the bliss of globalization. It causes boosted global competition, which drops the prices down and gives the costumers a great variety of choices. Low prices give opportunities to the people living both in developed and developing countries to live a better life with less expenditure."

2.2.2 Economic Globalization

The influence of globalization on economic advances is very significant especially in this age of globalization; however, the overall influence of globalization on economic expansion is sometimes confusing. As commented by Kilic (2015) "some of the countries are benefiting a lot from the globalization, such countries are promoting their economies, however, the process may expedite poverty as well as may negatively impact the economies of less privileged countries". The Assistant Secretary-General of The UN-designated to look into the Economic Affairs according to Akhtar (2013), commented "... it would be a hard task to make available equally the benefits of globalization's full potential. The business benefits of globalization are generating greater benefits for some of the countries, on the other hand, there are also proved negative impacts of the phenomenon." The controversial ideas regarding the positive aspects of globalization put the process under a constant threat, however, World Bank (2017a) reported positively on the idea of benefits of globalization, especially it has been reported to be very beneficial for the South Asian region as trade activities flourishing under this phenomenon may have a great role to reduce poverty internationally.

According to Science Direct (2019) article, 'the interconnectedness of various parts of the world is globalization. From the perspective of economics, globalization is the process that enables businesses to operate internationally. Globalization is very valuable in the context of the economic growth of nations but apart from economics, globalization is both affected by and itself affects the cultures and international politics. Despite its adverse effects globalization is no doubt improving the living standard of the general public in many countries.

Ying et al. (2014) have investigated the development in the ASEAN region and its interconnectedness to globalization especially focusing on the era from 1970 to 2008. The study has been conducted with the help of the tests devised by Pedroni, the test is known as 'panel cointegration' (1999, 2001, 2004). The exploration proves a strong relationship of economic growth with the phenomenon of globalization.

A study was conducted by Kilic (2015) to investigate the influence of globalization on political, social, economic and growth levels. For this study, data was collected in 74 developing countries between the years 1981 to 2011. Dumitrescu and Hurlin's (2012) Granger Causality Test and the least-squares method were adopted to conduct this study. And again the results indicated that political and economic globalization positively affects developing countries in terms of their growth. While social globalization shocks economic growth adversely.

Maqbool-ur-Rahman (2015), using Dreher's (2006) index developed by studying the impact of globalization on GDP. The data for Bangladesh, India and Pakistan was analyzed for thirty years starting from 1981. The Ordinary Least Square (OLS) and Granger causality methods reveal that the GDP of country globalization affect each other. The results demonstrated bidirectional causality for India, but for Pakistan and Bangladesh, unidirectional causality was witnessed when applied to study the GDP of the country about the process of globalization.

The indicators of global partnerships are political integration, trade, remittances, and foreign investments. Globalization affected economic growth in terms of competitive markets, free trade, and technology transfers. It also offers broader chances for financiers and ensures innovation (Grossman & Helpman, 2015).

2.2.3 Political Globalization

Political globalization is one of the very important elements of globalization. It is the third of the sub-elements of globalization. Political Globalization is to upsurge the ties internationally and establishing unity in the international arena. With Political Globalization, it is aimed for countries to act together politically and benefit from one another in the context of the global world (Tekbaş, 2019).

Further globalization in the popular world trend seems to be inevitable. Even global politics is supposed to be grounded locally. That results in a political system that is global as well as local. Local politics is supposed to be well aware of the value of global trends. Global politics on a local level can be well understood in the context of climate change. "In the modern world ensuring that a new global politics strengthens, rather than undermines, democracy is the central political challenge of the twenty-first century. We can no longer afford to shy away from it" (Derviş & Conroy, 2018).

However, globalization has also given rise to discontentment in the field of politics consequently; people have turned to vote in favour of extremist political parties. "The existing political institutions and parties have been rejected in favour of "populists" of the Right or Left whose common themes include scepticism about economic integration and resentment of ruling elites" (Frieden, 2017).

The effects of globalization were studied by Abduljaber and Kalin (2019) with the main focus on the political ideology transformation in the Arab world. It is often supposed that political ideology and its dimensions have been changed a lot as a result of globalization. In the contemporary era, the political preferences have transformed into multidimensional which are mostly governed by economics and political globalization. An amalgam of religion with liberalism and secularism and cultural divide is losing its popularity amongst the Arabs. Instead, the dimensions based on economics are gaining ground. Further, "a new group of

Islamist parties emerged because of the cultural, economic and political benefits of globalization. The study proposes that globalization causes political as well as ideological alterations in attitudes through formulating new groups, schedules of preferences, and political/economic opportunities" (Asongu et al., 2016a).

2.2.4 Cultural Globalization

Globalization is also influencing developing countries like Pakistan. As a result of globalization, societies are becoming hybrid. Both negative and positive aspects of globalization are vividly evident in Pakistan. In Pakistan, despite the unique culture that flourished over time, the impacts of globalization are unavoidable. "Cultural globalization is impacting on the ways how men and women dress up, on preferences of food and music. In the present globalized world, Pakistani foods are also gaining popularity." (Shah, 2019).

The phenomenon of globalization is irreversible, and it influences cultural patterns. Art is also being altered by globalization in other words because of globalization, human culture is expanding. However, the isolated cultures are being forgotten and are diminishing because the young generation is no longer interested in their own culture, instead, they are attracted to the newer cultural trends introduced as a result of globalization. "The economic market interests are being served by art, that is why is it is important to study globalization in the context of culture" (Raikhan et al., 2013).

Advancement in communications technology established the hegemony of the west and it is the communication technology that transformed the world into a global village. As a result of the availability of modern means of communication cultural diffusion triggered and the western culture started to appear in other parts of the world, this situation may prove detrimental to the local cultures of the less developed countries. A study was conducted by Daniel (2020) to trace in the context of Nigeria the impact of globalization and the socio-cultural changes there. The investigation of the researcher showed 'the younger generation is

more inclined to the western media. The foreign culture is gaining popularity as compared to the local culture in Nigerians in other words the local culture is being encroached and wiped out because of Western domination. Similar findings were presented by Mobasher (2016) that the computer technology and migration, several of the cultural characteristics have been transformed in Qatar.

According to Grimalda, Buchan, and Brewer (2018), 'it is being expected that globalization will completely modify the individuals, their social identity and attachment to native as well as their values. Despite the relevance of this phenomenon, the empirical evidence on the issue is scant and limited to cross-country survey-based analyses.

2.3 Women's empowerment and its Different Aspects

This part of the chapter has been based on literature related to women's empowerment and its different domains. This literature review examines at the first place generally work done on women's empowerment then leads towards economic, political, social, individual autonomy, and to family inter-personal levels of women's empowerment. The researchers are much attracted to the subject matter of "Women's empowerment". The term has various facets; this literature review has attempted to explore the basis of the term as it has links with gender-based equality. It has also been tried to explain why women's empowerment is significant in the present time. Other linked perceptions of resources power, agency have been used to elucidate the glitches supplementary to women's empowerment internationally. Further, the women's empowerment models; have been explained, especially the models the strengthen women on various levels as individuals and as part of family and society.

2.3.1 Women's empowerment

Literature manifests that power and supremacy is a gender-based phenomenon. History demonstrates that usually men have enjoyed more access to power and have control over resources. On average men have fewer social commitments and cultural ideologies are more

beneficial for men. Many phases of daily life mirror this inequality of gender like the right to get an education, equal opportunities to get a job and financial resources (UNDP, 2015). UNESCO informed in 2014 that 774 million women in the world are still illiterate. Globally influential leaders have a common understanding and agreement to work collectively to provide equal opportunities to women and girls in every field of social life (United Nations, n.d.).

Keeping in view these needs various interpositions have been established and executed to fortify the position of women throughout the world through educational, health, or financial programs (UN Women, 2016). A framework of the idea of authorization has been developed and a process is pointed to deal with the discrimination.

Empowerment is a development, the development from being unauthorized to being authorized. The main postulate of empowerment weights on diverse angles of this process i.e. initially from women's single and specific capabilities and free application of own choice (Kabeer, 1999) to shared behaviour and the devotion to cultural standards which highlight combine growth (Budgeon, 2015; Kurtiş et al., 2016). Empowerment is not defined clearly in one line because everyone has one's definition of empowerment. Keshab Chandra Mandal (2020) classified women's empowerment in the following five categories educational, social, psychological, economic and political. Sultan (2015) has explored, in Bangladesh, the viewpoint of women about women's empowerment and concluded with the necessity to change beyond seeing women as sufferers or protagonists, and involved with their routine truth. The researcher further concluded women's empowerment in these words "to do more than give individual women economic opportunities... to tackle deeper-rooted structural constraints that perpetuate inequalities."

Attaining gender equivalence and authorizing women and girls are the part of Agenda for Sustainable Development 2030 (World Health Organization-WHO, 2015). The world has

recognized that women's empowerment and long-term, development are interrelated (Odera & Mulusa, 2020). However the United Nations Millennium Development Goals (MDGs) commitments to gender equality and women's enablement (MDG #3), and the Sustainable Development Goals (*SD*Gs) deals the gender equality not only as an isolated goal (*SD*G 5), but it is interwoven with the development (WHO, 2015; United Nations-UN, 2015). In such a scenario the problem is mainly noticeable in the emerging world where the uplift of women status and their adherence to empowerment lies under the dominant patriarchal structure.

The researches which have been done to explore the position of women have detected that in developing countries gender differences are widely witnessed. These gender-based differences cause several types of discrimination and financial imbalances. It includes health care discrimination, uneven opportunities to education, limited power in various spheres of life less or no access to basic needs (Ashraf, Haq, & Ashraf, 2017; Choudhry, Mutalib, & Ismail, 2019a). Agenda 2030 considers gender equality crucial to attaining all other goals including those associated with health, nutrition, poverty and employment (Odera & Mulusa, 2020). In this global era empowering women is a prerequisite to development which is not possible unless structural changes take place in traditionally conservative societies of developing and underdeveloped world.

It has become important to give freedom to the females of society. Improving their welfare in various spheres like health, economics, politics, is very crucial. (Musindarwezo, 2018).

2.3.2 Economic Empowerment

Banerjee, Alok, and George (2020) in their study explained that women's empowerment means providing opportunities to women to facilitate them to be publicly and financially sovereign. Through investment in women's education and health positive effects have been observed on economic progress. In India, almost 70% of the population lives in pastoral areas. If women living in these regions are educated and enabled, they can fund the profitable growth

either straight or ultimately by educating the health and education of the future generations. Their study directed that "an employed woman, having her income source, higher educational level, knowledge of legal rights, higher educational level of the mother of the woman, having property in her name, more freedom of movement during her school days, having high self-esteem and belonging to a relatively affluent background, increases domestic making power of the women, and thus empowerment".

According to Bhatia and Singh (2019), women enablement is a fundamental attitude related to the transformation of power relations in favour of femininity and is measured as necessary for worldwide advancement.

The current research debates on women living in the slums as well as well-developed towns and has not the ample evidence that may deny the value of women in the processes of development taking place in the various financial systems to improve the scale of economic insertion because the economic insertion has been acknowledged as an enabler for seven of the 17 supportable progress goals"

The majority of Pakistani women are unbanked that shows their engagement in non-formal sectors or in agriculture which put them on the lower edges of the economy. It has been suggested that "women economic independence in this global progress can be heightened by giving reasonable economic participation of women" (Holloway, Niazi, & Rouse, 2017). Moreover, economic inclusion carries less privileged people in the economic system to offer them the chance and enable them to have access to finance-related services to grow economically and ultimately achieving empowerment. (Lenka & Barik, 2018).

Swain and Wallentin (2009) explored that element of economy adds empowerment to women. Al-Mamun, Wahab, Mazumder, and Su (2014), suggested using quantified surveys to monitor women's empowerment, for them the standards to measure women's empowerment were: resource control, economic security, legal awareness, freedom of mobility and authority

to make decisions at the family level. For their study, the data was retrieved from the sample of 242 low earning women living in urban areas of Malaysia who showed curiosity in credit plans on a micro-level. The study calculated the effects of domestic basic leadership.

Wide-ranging research was conducted by, Chiapa, Parker and Prina (2016), with the help of field investigations in urban ghettos, data was collected of lady heads of 1,236 families. The study revealed that those having savings accounts at banks can help deprived families to handle their belongings better. It can help them to arrange better education, expenditure consumption, and to feel more accountable for their financial and economic conditions.

Haq et al. (2019) researched Punjab-Pakistan, the judgments specified that in some of the fields of work women have more chance of holding power, and the characteristics of these occupations seem correlated with the indicators of empowerment.

Furthermore, the research centres on raising arguments on the empowerment of women by inaugurating innovative jobs which would set up breakthroughs for females specifically those who are living in the rural areas; these are the most mistreated parts of underdeveloped countries.

It has been demonstrated through researches; "the topic of women's stability on financial grounds is more in debates as compared the other elements of power like in social and political spheres. The empowerment of women based on economics is supposed to be more practical if the objective is of eliminating discriminations based on gender" (Noureen, 2015). In addition, financial stability includes womankind in profitable activities, policymaking and distribution of power. The dominant segment of financial stability is service and paid service specifically (Noureen, 2015).

Therefore, keeping in view, the issues of empowerment, we must see that from where this comes and the specific magnitudes where it happens. It is necessary to keep in mind the context while making strategies and decisions and the structure of power needs further exploration.

Similarly, womenfolk, who are part of an ever-changing process, need to be considered. (Abrar ul Haq et al., 2017). Being a part of Pakistani culture, women often compromise with husbands on the issues like household duties, working status, entertaining activities, freedom of movement, girl's education; in the meantime, the difference of opinions may result in clashes diminishing women's gratification (Yasmeen & Karim, 2014). The researchers furthermore explore that in Pakistan liberty seekers are mostly the women dissatisfied and frustrated in their salaried work and who intend to set up businesses with the end objectives of being free to choose the work that is suitable in terms of nature and working hours, colleagues etc. But numerous social and economic hurdles is why women are not so much free to act as they desire. Further linked with, we must know that to understand the empowerment of women, the phenomenon can be considered under various lenses simultaneously. Women's empowerment is affected by the extent to which women have access to the resources. Peinado and Serrano (2018) found, "gender discriminations lessens fastly with enhancing women's control onto resources. This strategy, according to Peinado & Serrano (2018), of granting control on economic resources is effective even at the domestic level that is why the women with more control on the resources are the lesser victims of gender-based inequality and such strategy practised at the home level will help to achieve the objective of making women economically powerful in the society. The important thing which is more debatable is how empowerment is connected with employment because it is a general perception that that going out for a job and adding to income is not sufficient the main thing which matters a lot is to have control over means of economic power (Abrar ul Haq et al., 2017; Kabeer, 2012). Probably, a woman might be an active participant in the activities of the household but without any sources of income under her control, she would have no importance in the matters of the family.

Few other discussions suggest, "Empowerment is an outcome of having the ability to earn, and empowerment gained through financial independence enable one to become an active

participant in various public spheres which ultimately results in improved self-efficacy and self-esteem". Similarly, it has been demonstrated that, "women encounter several bottlenecks on the path to achieve control over their life, women are in a state of competition and mere employment cannot be sufficient to eliminate gender inequality. From this, we can deduce that poverty which is a structural factor and less right toward choice impose women to earn, that is why restrained to stay empowered. Apart from all this, there is sacristy of job convenience to womenfolk in Pakistan and the rest of the underdeveloped countries.

Samarakoon & Parinduri (2015) showed that the women are not as educated as are their male counterparts, that is why they are supposed to have jobs that demand less skill, in the same way, they are paid unevenly, with lesser secure of jobs and are involved in unsuccessful working surroundings.

The concept can be seen in the context of the fact that women are not permitted to participate in politics practically just because they fall in the category of low-income individuals and neither the status of being in job may lessen on women the burden of responsibilities of the household even they are not granted to have their due share in the property Cinar & Kose, (2018). It's not compulsory that employment can empower women. Having a job and having means of income surely is very important and may have the potential to enhance the power of the women however, it is not the only solution of course. The option to use employment as a tool of empowering is more complicated than it seems to be easier.

2.3.3 Political Empowerment

The research study of Bolzendahl, Alexander, and Jalalzai (2016) inspected that even though women's entrance to politics has improved immensely, but women are not identical to men in their power and influence when they come to the exercise of political authority. According to the results, scholarship to empower women politically is incomplete and uneven. The study cross-examined 'empowerment' of women in the field of politics, keeping in view its definition

as well as its measurement, and application. The study claimed not having devised a flawless definition of women's political empowerment by the experts of the field.

By reviewing already existing social science literature on women's political empowerment the results confirmed that scholars necessarily should magnify research to develop a wider vision of women's political empowerment and improve measures that capture this range.

Mlambo and Kapingura (2019) in their study identified the features which influence women's practical approach to politics, the regional background of this study was the SADC. The 'Protocol on Gender & Development' of 2008, demanded that there should be fifty per cent political representation of women but according to Mlambo and Kapingura (2019), the just surged to 30% only. The researcher aimed at proving that for the establishment of a balanced society, full and equal participation of both genders is obligatory and the political system would be more valid if there has been the real representation of men and women without any discrimination based on gender and such a balanced representation is also the sign of democratic approach. A research study by Blundell and Blond (1998) conducted from 2010 to 2017 based on the pool OLS in the study centred on fourteen SADC countries, found that labour contribution, operative government, political values, and general political involvement are associated with political participation of the women. Conclusions proved; human improvement index, civil rights, balloting procedure, and pluralism are linked negatively, with the political involvement of women.

Albarracin et al., (2017) evaluated in their study that socially well women were more expected to participate in politics. Specifically, women who did not need consent from their companions to leave their house and those who had fewer domestic responsibilities were more active in public demonstrations.

Complete and effective participation of women is an issue of human rights, supportable development and complete growth (OECD, 2018a). "At all levels, equal involvement of

women, and men, if the target of sustainable development, peace, democracy, peace and equality is to be achieved". The researcher, Kumar (2018), writes that women are facing difficulties if they intend to participate in the political processes and such hindrances prevail even in the twenty-first century. Women worldwide at all socio-political points discover themselves under-represented in a legislative body and far distant from policymaking and administrative levels. According to the Millennium Development Goals (United Nations, 2019), women's equal contribution with men in supremacy and policymaking is part of their basic rights. Tactics, to promote women's involvement in politics, have been progressive through resolutions, protocols and international treaties for gender mainstreaming, but they are yet to verify operative in succeeding gender equivalence in the highest government positions (Morobane, 2014).

Women are half of the world's population, but they possess only 23% of the seats in parliaments and senates internationally (Chalaby, 2017; Radu, 2018). A review of the literature has exposed that the features that hamper or enable women's political contribution differ with levels of social and economic development, culture, geography, and the forms of the political system (Alzuabi, 2016).

An outline of the progress of women political involvement in Pakistan shows that the political gender gap remains wide; it has reduced noticeably within the past few years (World Economic Forum-WEF, 2020). "Despite the country's low development rankings, the government has taken positive steps to progress the rank of women and to decrease levels of poverty, with legislation supportive of women enacted by different political parties. In addition, women have made remarkable strides in reclaiming public spaces, with Pakistan having its first female UN representative and first female Foreign Minister, Prime Minister and Speaker of the National Assembly. In the 2018 general elections, more women came out to vote as well as to stand for election" (Dastageer et al., 2018). There were only three lady members in the

25member cabinet on 1st January 2019 (WEF, 2020). In January 2019, the local provincial government in KP appointed its very first ombudswoman to reduce the harassment of women in the workplace (Browne, 2019). And while still merely 5% of high-ranking and headship roles are held by females (146th of 153 countries) it is twice the rate in 2016 (WEF, 2020).

On the other side, underpinning the lack of political voice for Pakistani women and other marginalized groups are deeply entrenched and embedded patriarchal and discriminatory customary laws and practices which reinforce the vulnerability of those most excluded. Traditional restrictions limit women's freedom of movement and, though they are involved in the majority of voluntary household work as well as other forms of labour, this involvement is often unrecognized (Repila, 2013). "There is a discontinuity amongst constitutional rights and routine regulations and practices, practices have been made more difficult for women to own land, to travel, to vote, and to have equal rights to have access to justice. In the absence of a practical system of justice, women are frequently specified as 'compensation' to resolve disputes or conflicts. For example, they may be exchanged as brides or even raped, and have little redress as victims of violence. The cultural norm of threats and acts of retaliatory viciousness against girls and women is a long-term factor

which constrains systemic change" (Repila, 2013). Women's weak access to formal governance structures, formal systems of justice, informal governance, informal systems of justice and high-quality health and education services are also barriers to change (Ibid.). Opponents of change whom the initiative sought to influence included corrupt government officials and members of the judiciary; family members committing violence against women and girls. So-called religious leaders and the socially influential people also endorse males against the women in electoral contests; tribal leaders who hold jirgas, panchayats, and hujra (an informal gathering of male elders) who are often part of local elites or are feudal; and

militant extremists and their attacks on public spaces, which can result in additional restrictions on women's mobility and genuine concerns for their safety (Repila, 2013).

However, there have also been enabling actors and factors. Even in Pakistan's low development rankings, in recent years governments have made positive efforts to reduce poverty and make better the prestige of women with legislation that supports women being 20 enacted by different political parties. This has been an outcome of decades of increased understanding of gender injustice and of influencing efforts at national and international levels. Significant interest from international media, supported by Oxfam, has also highlighted and helped to support the work done in Pakistan during the phases of SCL to strengthen women's political participation across the country, including showcasing the linkages between SCL and the previous project LISTEN (Oxfam, 2018/19).

2.3.4 Social Empowerment

If aiming at sustainable development one of the necessary elements is social development and without the dynamic participation of women, social development is not possible. (Solomon & Memar, 2014). The indicators of social development express the grim condition of the women because mostly, they are deprived of health facilities and are paid lesser than their male counterparts regardless of the same working hours and the same quality of the output. Access to education is also limited for women as compared to men. "Women fulfil the responsibility of raising children and meeting household obligations, which, globally, contribute to this continued disadvantage" (Marmot et al., 2012).

The childcare responsibilities make women fall into the category of less paid. The unavailability of quality day-care over-represents women in the part-time workforce, and they are mostly in the low-income bracket (Statistics Canada, 2015a). According to Mikkonen & Raphael (2010) Gender, as a social determinant of health, is influenced by the "gendered" norms. The Sustainable Development Goals (*SD*Gs) was adopted in 2015 which aims at

ensuring empowered women with no discrimination based on the gender of an individual. "The Use of enabling technology has also been made accessible to more girls and women" (United Nations, p. 20).

Bayeh (2016) conducted a study in Ethiopia, the country is one of those where still prevail the entirely gender-based issues. These issues are so severe that they become a hindrance on the path of social development. The researcher tried to explore the role of education and women's empowerment in controlling the population multiplication. The stereotyped ideas towards the women were also considered in the background of their culture. "The education of women is an important tool to speed up in social development. There is gender-based discrimination as women have lesser opportunities for access to education. The poorly educated women have lesser knowledge of planning the family size and such situations are more serious in the remoter villages. Ethiopia has a very large population to manage within limited resources and it is this huge population that hinders the process of social development in the country. It is a burden on the capacity of the governments there to provide social provisions to the whole population. Consequently, health facilities and infrastructure are scarce".

Health issues are common in the Ethiopian rural areas, and health ultimately impacts other aspects of social life. Health care issues ultimately end up pushing the masses below the poverty line. (ECA, 2015). "Ethiopia is also known for the higher positivity rate of HIV. This disease is also related to reproduction. The government is striving hard, there to take measures. This problem is also correlated with the education of women moreover; the illiteracy amongst the women could be more detrimental to the whole family's health" (Solomon and Memar, 2014).

As gender is social as well as a cultural construction; bad social stereotypes and perceptions prevalent in society need to be uprooted for social development. (Mascolo, 2019). "Culture maps out roles assigned to the Ethiopian women. Women's well-being is restricted because of the perception common in the society and such perceptions ultimately tell upon the progress of

the whole nation and the country. Such perceptions need to be removed for sustainable development. Women having rights equal to men in society may contribute to the developmental processes with their full potential. Unless negative concepts are removed at the roots level, the steps taken will not be effective to diminish gender inequality. Although the Ethiopian authority's high ups are practically concerned to promote the rights of women and gender equality but deeply rooted cultural approaches hamper the practical effects" (Endalcachew, 2015).

Elsayed and Roushdy (2017) discussed in their study that Egypt is a patriarchal society in which the dominance of men over women is an accepted norm. The elders have authority over the young's and there still exist tribal feuds. The situation bears several privileges for the young girl e.g. education, mobility, participation in the social spheres. The economic opportunities for the girls are limited as compared to for the male members of the society.

In Pakistani society, the situation is not much different. Even in the 21st century, the males enjoy dominance over females, gender-based discrimination is widespread which ultimately result in obstacles to hinder women development as well as social development. The world recognizes the importance of women participation in matters of development and it is accepted that economic growth will be enhanced if women in Pakistan are dynamically participating in the developmental processes. According to Akram (2018), several factors have a positive role correlated the women's empowerment, a few of which are the number of sons and daughters, living in urban areas, nature of job, income, education and ownership of the resource. The use of electronic media may also extend its cooperation in the process of women's empowerment.

Several innovative ideas have been witnessed to be participating and cooperating for the betterment of women, Several microfinance schemes especially focus o women development and some organizations encourage women employees to help them become independent socially as well as economically (e.g. Bandiera et al. 2017; Groh et al. 2016a; 2016b).

2.3.5 Family/ Interpersonal level Empowerment

Empowering women is an important objective of the Third Millennium Development Goal. The target speed of this process has still not been achieved despite serious efforts. For the women in India marriage is a few of the most valuable processes, that is why being married and unmarried imposes various responsibilities on the women there. Therefore, within the societies that support conventional ideologies, it is supposed that women are challenging the patriarchal set-up if they prefer to live independently either as separated/widow or unmarried. To keep the patriarchal set going on, the women are discouraged to have jobs because without the job marriage and husband will be their only source to rely on in other words women are bound to live a dependent life. Being dependent on the husband or other male members of the family determines the level of women's empowerment. The study evaluated how being unmarried or married may affect the status of a woman's power, exploring the possible reasons of difference in empowerment, if any, and suggest some way–out to eliminate this difference. Single women are considered to have lesser influence and power, mostly such women are not allowed to take part in the familial decisions (Biswas & Mukhopadhyay, 2018).

Social development can be determined based on various indicators and Women's empowerment is of such indicators. However, there is no such indicator as can be used to measure women's empowerment subjectively at the household level and the situation is more alarming in underdeveloped countries. Researchers devised an outline of four gears of women's authorization ie;

i. The authority at the household level
ii. Whether women's consent is valued in decision making regarding the matters of the family)
iii. Participation of women in the Labour Force
iv. Women's use of contraception and women's education.

This study has focused on measuring the empowerment of women, the study has made use of principal axis factoring. The microdata for the study has been derived from the Health Surveys and the Demographic records. The study has been conducted in the background of selected four countries i.e. Timor-Leste, Cambodia, Philippines, and Indonesia. Three factors have been commonly noted based on the study: firstly, women participation in the workforce, secondly, decision making in the matters of the family and thirdly education. However, the data for the household level was not sufficiently available. The measurement is applicable in more than 90 developing countries where Demographic and Health Surveys are available (Phan, 2016).

Upadhyay and Karasek (2012) conducted a study in the countries of the Sub Sahara areas including Guinea, Zambia Mali, and Namibia, the researchers measured women's empowerment in the context of decision making and physical abuse. The study showed that Women-empowerment—is not steadily linked with a desire for smaller families in these Sub-Saharan countries. To find reliable measures further research is needed in this context.

Huis et al. (2017) mentioned in their review of literature, the relation between women's relationships with their partner and their access to microfinance resources/services. They also worked on women's authority over the expenditures related decisions within the family (Banerjee et al., 2015; Datta, 2015; Garikipati et al., 2016a), even women may not have the freedom to visit a nearby grocery shop or a relative outside the village (Datta, 2015).

A randomized control trial was conducted by Banerjee et al. (2015) with the major objective of investigating the correlation between women's decision-making power and the microcredit program. In India, a group of women who had received a loan through microfinance schemes were studied against a control group comprising of those women who have not had any such loans or access to the microfinance schemes. After receiving such loans, the women were investigated if they had gained any new authority of decision making in the household matters.

But the study revealed that the access to loans and micro-credit schemes had not brought any change in the women's authority. On decision-making powers, they were almost similar to those women who had no such facilities. Results of the study showed that women who had been part of the micro-credit loan schemes did have not any increase in authority.

2.3.6 Individual-level Empowerment

Confidence and expressiveness and their value in transforming the routine traditional life of women was the objective of a study conducted by Schuler et al. (2010). In the process of empowering women, self-compassion has also been found to be of greater potential a study in this line was conducted by MS O & Allen (2016); in these studies, self-compassion is considered to be a positive and anticipated psychological outcome. Based on the data drawn from social psychological research it was found that "self-improvement is indicated by non-judgmental self-attitude" self-compassion predicts which ultimately results in empowerment through awareness of discriminatory attitudes, personal control and access to the resources. It is evident from Samanta's (2020) study that a person who has access to media and who enjoys leisure time may be the ideal one to enhance the "sense of self" So it can be concluded that an individual well aware of his/her rights and duties would be more empowered. Empowerment has been supposed here to be static, not as a group process. The sense in which the word empowerment has been used is the same as what Jejebhoy S. J. (2000) meant by the autonomy that shows "the level of the power that women may have within their families and on their own lives, at a given point in time".

Thus, several indicators and mixed methods strategies can be used to understand the concept of empowerment. Using only one method or single indicator may bring out results that would not be a reliable greater extent, Bhattacharya and Banerjee (2013) had objections to the use of a single indicator, 'autonomy', to evaluate in West Bengal, India how empowered women are there.

Previously it was tried to establish a connection between women's empowerment and their access to microfinance loans. Self-efficacy and self-esteem were studied with special emphasis, (Kato and Kratzer, 2013), control beliefs (Hansen, 2015), and self-confidence (Kim et al., 2007). Huis et al. (2017) consider these aspects to be referring to the assessment of personal empowerment because these aspects explore only psychologically. The studies revealed that the participating women had higher levels of internal control as compared to the comparison group. The researches show that an attitude of a higher level of self-efficacy and higher self-esteem as compared to the control group was expressed by the women who were part of microfinance schemes. These results were backed up with the data collected through the interviews of members of the microfinance schemes. The membership of an organization that was leading the women toward financial freedom made them self-confident.

2.4 Theoretical Framework

How and which variables alter a phenomenon is studied under the theoretical framework. The variables are changeable under various conditions, the theoretical framework considers such conditions also. In social sciences, a good theory fulfils the purpose i.e. to simplify the meaning, challenges and nature of a phenomenon that demands research the social settings, so that we may use that knowledge and understanding to act in more informed and effective ways (Ravitch, Sharon and Riggan, 2017). Keeping in view the significance of theoretical framework for research this section of the literature review chapter presents major theoretical exposition concerning the study variables i.e. globalization and women's empowerment.

2.4.1 Theoretical Exposition of Globalization

Globalization has not any single definition which may be considered the final one, the same has been proposed through the scholarly literature on the subject. The term has won popularity amongst various disciplines of academics in the twenty-first century. "The phenomenon is making its stable ground internationally amongst the communities and it has become valuable

in terms of various global values like social, cultural, ethical, political, economic, and many other areas as well" (Rafat, Emadzadeh, and Ahmadi; 2013). Here question arises that these effects of globalization are civilizing, destructive, or feeble particularly for developing countries like Pakistan (Guillen, 2001). In this scenario, the current study has tried to explore and then sum up the theoretical angles of globalization to make it better understandable from a broader point of view. The major theoretical arguments on globalization are as following:

2.4.2 Globalization Paradigms

According to Irani and Noruzi, (2011) following are the fundamentals of globalization:

- Pro-Globalization
- Anti-Globalization

"Globalization produces more efficient competitive edge for women and having more positive aspects if matched against the adverse consequences which help women come up with their strength and influence around the globe".

"Anti-Globalization; The countries who support anti-globalization have a less capable view of the world. The atmosphere of tremendous competition among the women in the different spheres like political, cultural and many others may keep them deprived of expressing their strength and influence around the globe".

2.4.3 Three Tendencies in Globalization Theories/ Globalization Perspectives

Various perceptions of globalization have been sought out by academic literature of different scholars (e.g. Held et al 1999; Holton 2005, Martel 2010, Upali 2017) i.e. Hyper-globalists, Sceptics, and Transformationalists. The gist of these three aspects can be presented as:

Three Tendencies of Globalization		Theorists
01.	Hyper-globalists/ Hyper-globalizers	Ohmae 1990, 1995; Albrow 1997
02.	Sceptics	Boyer & Drache 1996; Hirst 1997; Hirst & Thompson ,1999
03.	Transformationalists	Sassen 1991; Rosenau,1997

Source: Held e t al 1999, cited in Giddens, 2009:137

The Hyper-globalists, Sceptics and transformationalists offer a different angle of this phenomenon. Hyperglobalists argue that globalization is positive in terms of political, social, and economic consequences. As mentioned by Ohmae (1995), The trend of globalization has emerged newly under its international law determines the nation-state system. Those who think positively accept the concept that globalization promotes a global market supported by economic interdependency across the border flow of capital and knowledge. Multinational organizations are emerging because of globalization.

Such corporations that are frequently referred to include McDonald's and Coca-Cola, or some multinational media like New Corporations that have stakes in different forms of media. It includes Television and the internet, newspaper to book publishing also (Thompson 1998; Edward & McChesney, 2004).

Moreover "sceptics" claim that debate on globalization does not support the distinguishing qualities of globalization given by the hyperglobalists (Hirst and Thomspon, 1999). The concept of 'new' globalization is discarded by the sceptics discard and discuss that globalization is not exceptional and has been a time-honoured occurrence. Still, sceptics do not have any conflict with globalization but oppose globalization in its recent form (Dahrendorf, 2003). Stiglitz (2002) and Kellner (1997) theoretical explanation stressed that "globalization creates disappointment it is the latest strategy of imperialism which would ultimately harm the less developed countries and in case of advanced countries power remains with them" (Martell, 2010; UKEssays,2018).

Having highlighted both extreme perspectives on globalization the sceptics further agreed to accept the reality that globalization has become inevitable keep under cover the establishments' objectives to intensify the neo-liberal approach globally (Held et al, 1999). The sceptics doubt the powerful countries like the US and several others in Europe are using globalization as a tool to make their grip stronger on the rest of the world. But, Sceptics 'do

not presume a wish to exclude globalization but accept that many characteristics of it have radical cost as Dahrendorf "foresees globalization as a threat to social cohesion due to increase in individualism and competition" (Dahrendorf, 2003:643). It was reported by The UN that only about twenty countries in the world are benefitting from the process of globalization, this report is based on data retrieved in 1999. (Shangquan, 2000). The examination study exposed that the variance of income per capita had increased from 30 times in 1960 and 70 times in 200 between the rich countries to poor countries. As a result, this variance indicates the extent to which globalization pays back to underdeveloped countries, still, it is apparent that developing countries do not get many benefits like advanced counterparts. So globalization is convicted to distribute income unfairly and it increases the discrepancies of wages between the unskilled and skilled labour force (Jenkins, 2006). This unavoidably generates communal and hierarchical disproportions which naturally influences homegrown culture. "Globalization" concludes, Waltz, "is, in fact, not global at all, but is mainly limited to northern latitudes" (Waltz 1999).

The "Transformationalists" are serious about hyper-globalism, they aim at bringing out a cultured concept of globalization, but it is confronted by the scepticism, that globalization is transforming the world. "The transformationalists suppose globalization to be the most important driving force behind the dynamic, pervasive political, and social-economic on-going developments that are presently restructuring, on one hand, the societies and on the other hand the whole world. There can be seen two options i.e. either to accept the validity of globalist ideology as forwarded by Held et al (1999) or to redefine the ideas of the sceptic as studied by Hay & Marsh (2000). Globalization comprises insightful transformative modification and it is the main driving force to reshape the world. The activities of economics, politics are not great different at the international as well as domestic level. For example, the culture, food, music, film, fashion, and media are in the current age of globalization have mingled with the trends

prevailing internationally which is giving rise to a new amalgam of traditions and popular trends. The overall effect of the process of globalization is that the ways of living are changing all over the world.

2.4.4 Fourth Wave of Globalization

Castells (1996) supposed globalization to be a journey from post-industrialism to informational. Castells considered that the advent of information is globalization. It is the latest and technical foundation of gaining profit in the internationally integrated social setup. Manuel Castells' revolutionary series of three, The Rise of the Network Society (1996, 1997, 1998), demonstrates a 'technologists attitude to globalization. According to Castells, "a system is a set of interlocked nodes. A network is an assembly that is exposed to modification without losing its equilibrium". Castells focuses on the expansion of the latest trends om communication and information technologies and the way they influence society. For the researcher, society forms technologies appropriate to the requirements, standards, and benefits of its people. Previously, networks are the private parts of life. This has transformed every side of a person's life. This has become possible just because of digital networking. "The network society is very special because it intends to connection distant societies, vicinities, nations and persons by the power of digital communication". Thus, societal, or national, restrictions are effortlessly crossed. Network Society is merely an additional manifestation of Globalization but more descriptive (Robinson 2008:132). Executive Chairman of the World Economic Forum, Klaus Schwab (2019) claimed that the basics of Globalization 4.0 are depending on digital connectivity and the connected movement of ideas and facilities. Major features of globalization 4.0 include digitally-enabled services, Global public-private cooperation, New model of education, globally shared purpose, and Reducing inequalities and insecurities (World Economic Forum's Annual Meeting, 2019).

2.4.5 Associated theories of globalization

Though globalization itself can be considered as a theory, three different theories have adjacent associations with the globalization phenomena. Therefore, it is necessary to comprehend those associated theories as well, to have a clear understanding of globalization and its various dimensions i.e. economic, political, and socio-cultural more profoundly and precisely. Such correlated notions of globalization consist of; the world system theory, world culture theory, and world polity theory (Upali, 2017).

1. World System Theory by Immanuel Wallerstein, The Modem World-System (1974; 1980; 1989) " (Wallerstein, 1998)
2. World Culture Theory by Roland Robertson, (Robertson 1997: 8) (Robertson 1992)
3. World Polity Theory by John W. Meyer, (Meyer et al. 1997)

According to Immanuel Wallerstein, (1974; 1980; 1989; 1998), World System Theory is a theoretical approach generally used to explain modernization and progress dynamics and to figure out the associations between the first world and the third world e.g. theory clarifies an approach to the history of the world and social transformation which proposes that there is a global financial system in which certain countries get benefits while others are exploited. Same like we cannot recognize a personality's behaviour without reference to his experiences surroundings, and culture, a nation's economic system cannot be distinguished without reference to the system of the world. This model identifies the least profits the low-status countries are enjoying in the world. The theory advocates that the economic development of a particular country is based on how that country is unified into the capitalist world system.

Wallerstein divides the world economic system into a grading of three types of countries: core, semi-peripheral, and peripheral. The core countries govern and exploit the peripheral countries for employment and raw resources. Core countries occupy the world's largest portion of wealth and technology and they have the power to control the world's trade and economic

agreements. They attract artists and intellectuals because they are the largest cultural hubs. The peripheral countries rely on core countries for the capital. The semi-peripheral countries have the characteristics of both core and peripheral countries.

The theory also accentuates that the social organization of global discrimination is based on the division of labour which makes certain countries rich and the other poor. During the 11th century, the countries along the silk route were leading contributors in the "world-system" because the exchange of silk was dominant in trade and international production.

The modern world-system is now world-economy: it is "greater than any juridically defined political unit" and "the basic linkage between its parts is economic". This economy is a capitalist world economy because its driving force is an accumulation of private capital with the help of manipulation in manufacture and sale for revenue in the market. It is "a system that operates on the primacy of the endless accumulation of capital via the eventual commodification of everything". At present, every society participates in the world system virtually, with vast transportation technology and communications, for raw materials, production, or consumption.

Roland Robertson's (1992) World Culture Theory further clarifies globalization. It is an approach that proceeds with the basic notion of considering the world a single place. It supposes the world to be shortening and the consciousness to be expanding. Furthermore, it covers the quickening in tangible international interdependence and the perception of the world as a whole (Robertson 1997: 8). It shows four basic elements of the "global-human circumstance": these are:

i. Societies
ii. The System of Societies
iii. Individuals
iv. Humankind

This becomes a series of processes, which are; internationalization, socialization, generalization and individuation of perception on humanity (Robertson, 1992).

Globalization is transforming the varying cultures and values of the world into one homogenized culture. These are set by those organizations which have power over the financial resources of the world and among such organizations the most prominent are the IMF, the WTO, the World Bank. The trends are supported by the European Community. The process of globalization is also supported by the UN through its various organs like UNDP, UNICEF, and UNESCO. A fundamental cultural outline is composed of every ceremonial. It approves one or more authorized languages, at times chosen official religious convictions, and announces unvarying educational classifications. As a result, cultures took their exceptional appearances according to the unit of the nation. However, the current progression of globalization is challenging this condition.

The traditions and the individual culture are alerted by the process of globalization because it will deplete, the individuality of the cultures. The trends set in ages by indigenous and loved as well honoured by them are subject to modification under the transforming influences of globalization. Frequently occurring interactions of very distinct and far off cultures are obviously expected to accept the variations occurring in the outer world and ultimately letting those changes penetrate the local traditions although, it is propagated that the process of globalization would not be harmful to the local cultures and traditions. The globalization of cultures shares particular features of globalization's other processes; these are the fading of borders amongst nations, ethnic groups, societies, and the unfolding of events globally. Competition of the free market is the main principle that helps to unfold all these elements.

World Polity Theory by John W. Meyer, (Meyer et al. 1997) was established to interpret global relations. It was an investigative frame to understand relations and practices on a larger global scale. This study was in a way a scholarly reply to world systems ideology which

evaluates the world-system in on the pattern of cultures on smaller levels i.e, the world polity, this theory has a wider range of coverage starting from an individual and going up to the higher level of interactions between the nations. World polity is considered to be the major element of the global society sets the guidelines for the world society to follow the principles to deal with complications and strategies. Unlike neo-realism or liberalism, the theory considers other actors under the influence of global standards. These actors can be the states or the institutions. The theory has no individual actor or organization which defines the cherished elements for the world as a whole. "Instead of a central actor, the culture of world society allocates responsible and authoritative actor hood to nation-states" (Meyer et al. 1997).

Inter-state interactions are the pivot of the World polity. From the 1970s to the 1980s, a noteworthy quantity of work was prepared in a global education setting. But, in the 1980s and 1990s because of some obvious powers of globalization having considerable influence in the world, the course of research turned to investigate the worldwide social drive that may move to a global polity however, global actors worked better to understand in an improved way about the implementation of the global polity. Their power is an offshoot of the world culture. It is a set of models that explain active forces in world society, and their targets to pursue. On the other hand, world polity representations express independent federations as crucial actors, allowing establishments to build shared goals and conceive the resources or packages to create them; state-owned representatives are not the only ones involved in such commanding formation of value (Meyer, 1980).

After going through several theoretical methodologies, a general interpretation of globalization can be given in these words, that globalization is a multi-layered procedure that causes compares time and space prospects, where all boundaries become baseless. It organized a world of interchangeability, interdependence, and interconnectedness, as well as our perception about the world that the globe is going to be the single place. As it's an extremely

energetic and scandalous phenomenon. Thus, one should refer to it critically and should not take it either as something profitable, or something unfavourable. It is necessary to keep in concentration that globalization has "gains and losses" so it is important how we should perform our characters in the global scene.

Keeping in view all these theoretical expositions of globalization the current study has developed the following theoretical framework of globalization based on economic, political, and socio-cultural dimensions/categories along with different measuring indicators for each of these aspects of globalization as following:

Table.2.1

Interpretation of Globalization

Approaches	Theories	Theorists
Pro-globalist & Anti-globalist	Hyper-globalists/ Hyper-globalizers	Ohmae 1990, 1995; Albrow 1997
	Sceptics	Boyer & Drache 1996; Hirst 1997; Hirst & Thompson ,1999
	Transformationalists	1991; Rosenau,1997
	Fourth Wave of Globalization/The network society	Manuel Castells (1996,1997,1998)
Associated theories of globalization	World System Theory	Immanuel Wallerstein, (1974; 1980; 1989; 1998)
	World Culture Theory	Roland Robertson, (Robertson 1997: 8; 1992)
	World Polity Theory	John W. Meyer, (Meyer et al. 1997)

Based on the above theoretical interpretations of globalization, the following is the theoretical framework of globalization for the current study

Globalization
(independent variable of the current study)

(Categories)

Economic Globalization (assess through following indicators)	**Political Globalization** (assess through following indicators)	**Culture Globalization** (assess through following indicators)
• SALs • Free trade zone • Female as cheap labour • Paid job opportunities • Competition for survival • Migration • MNCs • Increase vulnerability • Specialization • Glass ceiling	• Signatory of formal international treaties • Awareness of human rights • Social political movements • Unions /Activists groups formation • Efforts for removal of inequality, oppression, discrimination • Laws for improved social and labour conditions • Transnational NGO's /Networks /Organizations	• Technologies • Media information • Transportation • Changing gender roles • Socialization patterns • Marriages and child-rearing • Dual earner system • Nuclear family • Diffusion of cultural traits • Modernization /Western lifestyle • Family abandonment by males • Tourism • Individuality

2.4.6 Women's empowerment Stand Points

In addition to globalization theoretical exposition, the study further emphasized women's empowerment theoretical standpoints which include theoretical recommendations of Srilatha Batliwala, Naila Kabeer, and Jo Rowlands; the mentioned names have academically worked a

lot in the field of empowering women. These perspectives have provided a way to the development of the conceptual/theoretical framework of this study about assess women's empowerment.

This created newness for prominences and schedules in debates on making women empowered, on this conceptualization a superior harmony has been found in the literature (Tandon, 2016). There are some insufficient keys and terms like; authority, freedom to choose, availability of alternatives while making crucial decisions used to defining empowerment: options, choice, control, and power. Frequently the above-mentioned key phrases make references to women's authority to take decisive steps that may significant changes in their individual lives, the lives of the other members of the family and the resources available for the family. Batliwala (1994) defined it, "how much influence people have over external actions that matter to their welfare." Keller and Mbewe (1991, as cited in Rowlands 1995) defined it that it is a procedure in which women strive to enhance particular independence. It claims that women should be given the authority to choose for their lives and they should also have authority over the resources of the family the similar to the men in the family have. Self-efficacy is the most frequently used element in the definition of empowerment. The definitions explained by human rights activists and feminists have the idea that for the formulation of choices and fundamental restructuring in opinions, or self-revolution," is critical.

Women must have the basic right of expressing their interests and will, choosing for themselves should be their own choice. A. Sen (1999). A level up goes Kabeer (2001) who narrates the process as; "thinking outside the system" imploring to break the ice regarding women's empowerment. A practical definition of empowerment has been presented by Kabeer (2001) who considers empowerment: "The expansion in people's ability to make strategic life choices in a context where this ability was previously denied to them." Keeping in view this

background the outlooks proposed by Batliwala, Kabeer and Rowlands about women's empowerment are presented here:

2.4.7 Batliwala – challenging patriarchal relations

Batliwala surveyed the organizations that promoted the process of women's empowerment in the 1990s, in South Asia. The main objective of the survey was the betterments of the programs related to women's empowerment. (1993: 4-5). While defining empowerment she proposes that empowerment is reversing the ongoing power relations and allowing the less privileged women population to exercise authority (1994: 130). Batliwala (1994), believes that the path to women's empowerment passes through the hurdles that challenge the patriarchal system prevailing in the cultures. It requires modifying the systems that support and propagate discriminations based on gender, ... and let the women of meagre resources have their resources which may make them stronger financially and socially. Batliwala gives a broader and unified point of view that women should tackle their domestic and public goals by themselves. For further, elaboration Schuler and Kadirgamar-Rajasingham have been cited to report that the practice of women suppression had remained common in the past as well, in almost in the current prevalent way, the soft gender had been discriminated. The problem is rooted in history so for its solution must be considered the "*history, psychology, culture, religion, laws and legal systems, and in political institutions and social attitudes, if the objective is to change the status of women in the society*" (1992, in Batliwala 1994: 130). In other words, broader approaches are needed to be adopted for real change regarding women's status in society. Batliwala's mainly focuses on society and suggests that empowering women can be achieved politically. The transformation of the prevalent practice regarding the status of women can only be successfully operative if the changes are operative on a broader scale rather than individuals because if the changes are only for a few individual women, the societal system will isolate them (1994: 132-4).

2.4.8 Kabeer – Resources, agency, and achievements

Kabeer is of the view; that challenging the prevalent practices of keeping women deprived is not an easy task, the individuals and the organizations working to empower women to have to face opposition especially within the paradigm of traditional cultures and societies. It`s a type of status-quo which is difficult to put a dent (1999b: 32). Empowerment is defined as "enabling people to decide life choices in especially which had not been allowed previously." For Kabeer, these choices include freedom to choose the life partner as well (1999a: 437). She mentions three aspects of empowerment, i.e. resources, agency, and achievements. These three dimensions are complementary to each other. Resources include physical resources, materials and individual capabilities. Kabeer mentions that conditions of accessibility of the resources are important equally as the resources are" (2001: 20). The choices are available for men far better than what is available for women despite they may be members of the same community i.e. the gender-based discrimination. (2001: 24). It may also be considered whether people are free to make choice, or they have no other option available. The link between social changes and the individuals' choices can be established by appraising outcomes based on the choices. The choices can be evaluated by their potential to affront and endorse the social disparities (2001: 26). Empowerment, according to Kabeer (2001: 27) can be studied by dividing it into three stages:

i. The individual level

ii. The immediate level

iii. The deeper level

2.4.9 Rowlands – spheres of empowerment

Rowlands says that "women's empowerment... encompasses women moving into positions of 'power over', but... also embraces their movement into 'power to, with and from

within' – generative rather than controlling power" (1998). The empowerment for women starts from altering the power relations from authoritative to productive along with involving women in the process of decision making. As compared to Rowland's idea Kabeer (1999), basically focuses on the choices and the women who are deprived of having to option to choose the choices that women should be granted while deciding crucial matters of their personal lives. Rowland considers women's empowerment in three domains, ie empowerment in close relationships, collective empowerment and individual empowerment (1998). These three forms of empowerment are supportive of one another. If a group aims at achieving a common goal it is a matter of Collective empowerment, but while working in a group the power of an individual is also enhanced. 'Empowerment in close relationships' includes the relations with members of the family especially husband, the mother-in-law and the parents as well "is the area of change that comes hardest; it is the place where the individual woman is 'up against it on her own', and were positive and negative aspects of her life tend to be most closely intertwined" (Rowlands 1998).

According to Rowlands, for empowerment in close relationships, there must be the capability of negotiating and communicating in favour of her rights to maintain her dignity as well (1998). The women with such skills of negotiating and communicating are more empowered within the families. But Ronalds (1998) further mentions that gender-based issues are the root cause of the women issues and to address the problem redressing of the relations between men women is the basic necessity further it simply requires that women and men, both need to change their attitudes.

Keeping in view this situation and reviewing previous literature and perspectives available on globalization influences women's empowerment. The current study comes up with a Five-Dimensional Model which would further elaborate the concept of Women's Empowerment

from the perspective of globalization. The framework comes with the following five dimensions:

i. The Individual Level
ii. The Family Level
iii. The Economic level
iv. The Political Level
v. The Socio-cultural Level

The individual level considers personal beliefs and actions where the main focus is on the empowerment of the individual persons. The family level of empowerment as evident from the name encompasses the matters related to the families of the women and an individual woman's decision making at the family level. The economic level supposes the issues related to the economic empowerment of women. The political level is considering the political power of the women and the fifth dimension ie the Socio-Cultural level refers to the individual's woman's personal beliefs as well as actions, where social empowerment can be observed. Importantly, the current study proposes that various dimensions of globalization i.e. cultural, political and economic influence women's empowerment positively as well as negatively, and sometimes minutely. Such influences can be noticed on all levels that the individual, family level, economic, political, and social levels in Pakistan.

As women's empowerment is a vast field with a myriad of indicators, we focus on its prominent dimensions. Specifically, this study analyses five dimensions of women's empowerment: economic political, social, individual, and family level empowerment. Each dimension is divided into categories of indicators used by previous researches. A summary of this information is in Table 2.2 here.

Table.2.2

Women's Empowerment Standpoints

Theoretical Perspectives of Women's Empowerment		
Batliwala – (1992, 1993, 1994)	**Kabeer – (1999, 2001)**	**Rowlands – (1998, 1999)**
Challenging patriarchal relation (emphasis is on women's rights & role of the political process in structural changes)	**Resources, agency, and achievemer** (emphasis is on the role of women's economic empowerment in structural changes)	**Spheres of empowerment** (emphasis is on the role of women's individual autonomy, inter-personal relations, & social level empowerment in structural changes)

Based on the above theoretical interpretations of women's empowerment, the following is the theoretical of

Women's empowerment for the current study

Women's Empowerment
(dependent variable of the current study)

(Categories)	(Assess through following indicators)
Economic	• Women and family resources (the control over household budget) • employment opportunities and women • the economic position of family and women's contribution • family assets (like land) and the authority of the women • women's liberty to purchases
Political	• Women's knowledge of political systems. • Participation of women in the political matters • Women's right to vote • Decision within the communities and the women • women's right to political affiliation
Social	• Status and honour of women • women's liberty of mobility • women's positive image in society. • Social activities and the role of women • basic facilities and women
Family	• decision making within the family and the will of the women • women's ability to avoid domestic conflicts. • Lessen the gender discrimination within the family. • increases the chance of right to choice for selection of their spouse as well as of their children. • Enhance to right to choose a life partner • Right to decide freely for their children
Individual	• Their own identity as independent individuals. • Women's self-confidence. • the self-esteem of the women • self-efficiency of the women • Women's ability to execute various social roles

2.5 Theoretical linking of Globalization Influences on Women's Empowerment

To the best of the researcher's knowledge, no previous research has tested whether globalization with its variant aspects has predominant effects for empowering women, especially in the Pakistani context. This study thus fills a gap in the literature. More generally, literature is evident that globalization is more viewed/linked with economics, international relations-IR, and geography as compare to sociological domains (Fracasso, 2019; Atkinson, 2020; Fernando,2021; Peterson Institute of International Economics-PIIE, 2018). However, women's empowerment has been mostly researched from gender, poverty, inequality, and development aspects (Bayeh, 2016; Rather and Bhat, 2017; Kabeer, 2020; Haq et al., 2019, Huis,2017;). There is rear literature available on linking globalization influences on women's empowerment phenomenon so that's why this research emphasized to cover up this gap and pick this relationship and explore its variant influences i.e. positive, negative, and feeble. Another gap covered by this research is that the previous literature provides more about globalization influences on youth (Marbaniang, 2014; ECPR,2020), however, this study linking globalization influences on women's empowerment in the case of Pakistan where women are almost half of the country's population and can play an effective role if get empowered. Further, literature is evident that women's empowerment and women development has been viewed regarding patriarchy and feminist stand points (Sen, 2019; Hjelmström, 2017), the current research tried to look at women's empowerment regarding globalization paradigm that how globalization influences women's empowerment in Pakistan. There is no clear consensus on the influences of globalization on women's empowerment. A detailed empirical analysis is needed to precisely assess the influences of globalization on women's empowerment. To measure the influences of globalization on women's empowerment, this study has emphasized economic, political and cultural globalization

influences on variant empowerment aspects, as most of the studies in the literature provide this criterion for my research to overcome the knowledge gap existing on the phenomena under study. The current evaluation of literature sorted out various complications that may prove to be hindrances against the steps take for women's empowerment. These hurdles as a note by Richardson (2018) and Raj (2017) are:

i. Limited incorporation of the theory while devising the indicators
ii. Biased data analysis
iii. Limited indicators which would not present a comprehensive picture

All these tasks oblige investigators to first clarify what is their perception of the term (women's empowerment)". The present study is an attempt to cover up these intellectual gaps found in the literature regarding the issue under experimental investigation.

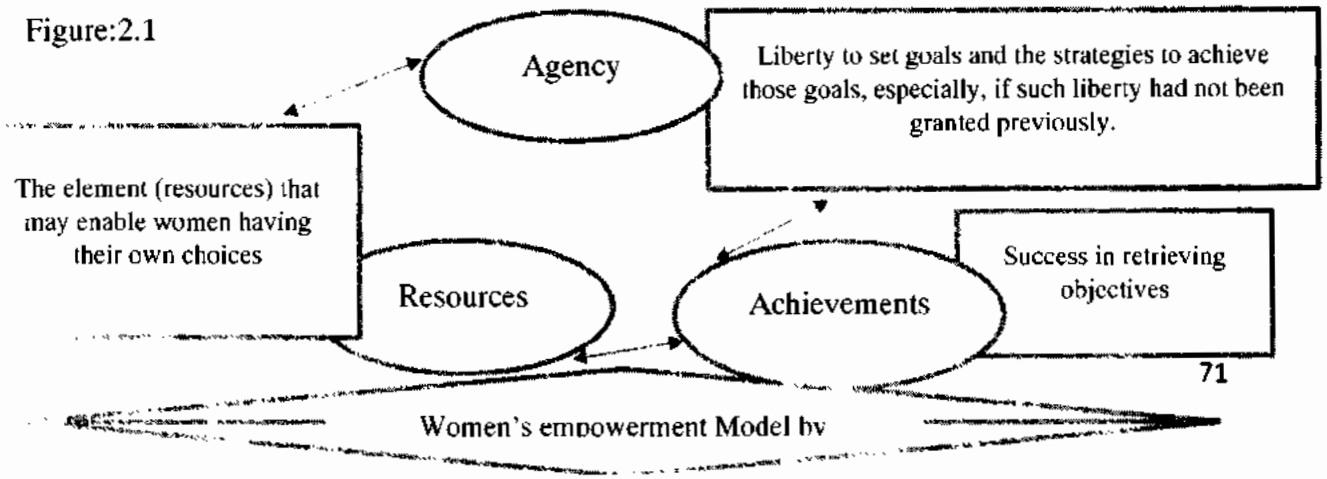
During the last two to three decades, women's empowerment is the most converse topic but still after a thorough debate the exploration of various aspects of empowerment are lacking on a national level (Vildö, 2017). The workings of empowerment on all levels, on all domains, and in all spheres, are still largely unexplored (Maiorano et al., 2016). Thus, this study tried to cover this gap by approaching women of different areas of Pakistan as well the other stakeholders i.e. parliamentarians, Journalists, and high-profile academicians (Deans, Vice-chancellors) from various parts of Pakistan. The study respondents having direct link with the current phenomenon under study as at quantitative part all respondents were women and in qualitative part parliamentarians, Journalists, and high-profile academicians (Deans, Vice-chancellors) who are considered influential in decision & policy-making processes, in point of view building and disseminating the ideas, content, and emerging perspectives related to globalization and women's empowerment in Pakistan.

So, keeping this in view, conceptualization and linking of study variables further get strengthen by adaptation of Kabeer (1999) model of women's empowerment presented in Buvinic et al. (2020) study report for the measurement of current study variables. This model

helped to measure women's empowerment for the current study is well known and widely (cross-culturally) accepted model for measuring women's empowerment among all other models available in the literature on the current study issue (Buvinic et al., 2020). This theoretical framework enables the study variables to be get measured in a way so can come up with the answers to questions raised by the current research. The model is presenting sufficient information about different variables their categories and indicators to be analyzed later in the current study. The selection of these variables, categories, and indicators has been based on rich literature reviewed for the current topic under study.

The procedure of empowerment at a transitional pace may lead to a concluding women's empowerment with positive consequences in the following dimensions social, economic, political, family inter-personal, and individual autonomy (Table 2.3). In the current study women's empowerment is the outcome of economic, political, and cultural globalization factors that enhances women's capabilities to exercise their choices/agency which in return empower them. Economic, political, and cultural globalization factors/indicators define opportunity structure for women. This opportunity structure enhances women's capabilities i.e. their skills that facilitate them to implement their agency and take benefit of globalization opportunities presented to them. There are loops in feedback between globalization opportunities, women's capabilities, and ultimate consequence in both directions ie the required cycles of empowerment and the undesired disempowerment as the opportunity structure of globalization sometimes constrained women to exercise their agency in certain domains of empowerment. The Kabeer, (1999) women's empowerment model is as follows:

Figure:2.1



Women's empowerment Model by

Table. 2.3 Theoretical linking of Globalization Influences on Women's Empowerment

RESOURCES Independent variables/ determinants **Globalization**	**AGENCY** Intermediate outcome variables **Exercise of Agency/Process of Empowerment**	**ACHIEVEMENTS** Outcome variables
Economic globalization (SALs, Free trade zone, Female as cheap labour, Paid job opportunities, Competition for survival, Migration, MNCs, Increase vulnerability, Specialization, Glass ceiling)	Women and family resources (the control household budget), employment opportunities and women, the economic position family and women's contribution, family assets (like land) and the authority of the women, women's liberty to purchases)	**Women's Empowerment**
Political globalization (Signatory of formal international treaties, Awareness of human rights, Social political movements, Unions /Activists groups formation, Efforts for removal of inequality, oppression, discrimination, Laws for improved social and labour conditions, Transnational NGO's /Networks /Organizations)	(women's knowledge of political systems, Participation of women in political matters, Women's right to vote Decision within the communities and the women, women's right to political affiliation) (Status and honour of women, women's liberty of mobility, women's positive image in society, Social activities and the role of women, basic facilities, and women)	(Economic Independence) (Political Empowerment) (Social Uplift/Status) (Family/inter-personal level Empowerment) (Individual Autonomy)
Cultural globalization (Technologies, Media information, Transportation, Changing gender roles, Socialization patterns, Marriages and child-rearing, Dual earner system, Nuclear family, Diffusion of cultural traits, Modernization /Western lifestyle, Family abandonment by males, Tourism, Individuality)	(Decision making within the family and the will of the women, women's ability to avoid domestic conflicts. Lessen the gender discrimination within family, increases the chance of right to choose for selection of their spouse as well as of their children, Enhance to right to choose life partner, Right to decide freely for their children) (Their own identity as an independent individual, Women's self-confidence, self-esteem of the women, self-efficiency of the women, Women's ability to execute various social roles)	
Economic+Political+Cultural Globalization creates opportunity structure for women	**Agency means when actors purposefully choose options/choices/actions**	**Achievements are outcomes of an individual's efforts. It's the outcome of agency exercised & its consequences.**
Individual Capabilities Resources enhance one's abilities to exercise choice		

Source: Kabeer (1999) model of women's empowerment presented in Buvinic et al. (2020) and illustrated by the researcher

Firstly, in table 2.3 cultural, economic, and political globalization indicators are shown from left to right. These indicators explain the opportunity arrangement for women. Secondly, the table also explains the procedure of empowerment; it is expressed as the "exercise of agency". This is a consequence of the interface of women's proficiencies (their skills, education, and other abilities) and the available globalization opportunities. It is the leading outcome. Finally, on the right side of the table, the women's empowerment outcome is demonstrated.

2.6 Conclusion

Generally, in the current study women's empowerment is the achievement/ outcome of globalization irregular factors. These aspects can control women's exercise of activity which can ultimately influence their empowerment. Women's empowerment contributes to change the societal structure of inequality and women subordination. Overit enriches women's capabilities.

Moreover, it also empowers a composed society for progress by promoting the righteous cycles of empowerment because malicious cycles or gender dissimilarity traps are perpetuated when women are deprived of their owed rights and kept distant from globalization and those opportunities which are favourable for their proficiencies and acquisition. Kabeer's persuasive concept equals the different elements in this agenda: the column titled "resources" includes globalization factors; the column titled "agency" refers to intermediary outcomes of different characteristics of women's empowerment, and the column titled "achievements" presents the outcomes of women's empowerment in table 2.3. Chapter 04 and 05 has an analysis and chapter 06 of this study discusses the main dimensions included in globalization and women's empowerment theoretical framework and explores them further.

CHAPTER 3

METHODOLOGY

3.1 Introduction

The major aim of this chapter is to set out the "methodological approach" undertaken to explore respondent's views of globalization influences on women's empowerment in Pakistan. This chapter will present all the procedures as well as methods adopted during this study at different stages. Following paras will describe the methodological approach, area of study/universe, study population and sample, sampling approaches and techniques, tools of data collection and data analysis techniques adopted for the current research. Finally, it will discuss response rate, quality of data, and any ethical issues and limitations associated with the study. Following is the presentation of methodological procedures adopted for the current study in a summarized form:

Table 3.1

Summary of Methodology

Methodology (Mix-Method Approach)	**Area of the study/ Universe** All provinces of Pakistan including the capital Islamabad		
		Quantitative Aspect	**Qualitative Aspect**
	Population	All Postgraduate, MS & PhD. female students of AIOU across Pakistan	Academicians, politicians, & Journalists across Pakistan
	Sampling Approaches	Random /Probability	Non-Random/Non-Probability
	Sampling Techniques	Proportionate/Stratified Random Sampling Technique	Purposive Sampling Technique
	Sample Size	For structured population (400 respondents in sample strata's defending on their share in total population)	For the unstructured population 26 respondents (from all groups)
	Tools	Structured questionnaire	In-depth Interviews
	Analysis	To analyze the numerical data descriptive and inferential statistics were applied with the help of SPSS Version 22.	Thematic analysis has been used which provides a purely qualitative, detailed, and nuanced account of data (Braun & Clarke, 2006).

3.2 Choice of Research Approach

There are different types of research approaches available to social scientists among them most frequently used are quantitative, qualitative, and mixed methods research (Burch et al., 2016). In the current study, mixed methods are employed. This approach integrates both qualitative and quantitative research methods to provide "a holistic approach combining and analyzing the statistical data with deeper contextualized insights. Using mixed methods also enables triangulation or verification of the data from two or more sources as well helps to explore the phenomenon comprehensively" (Creswell et al., 2014). Therefore, in current research a "quantitative self-completion questionnaire" was employed in the first phase, followed by face-to-face, "in-depth qualitative interviews" in the second phase for proper validation. Keeping in view the strengths and limitations of all the methods and research problems, rules and procedures used in the current study are the combinations of both qualitative and quantitative approaches (triangulation). However, the major portion of the study is based on a quantitative approach.

3.2.1 Mixed Methods Approach

Haddad (2013) discussed the mixed methods approach in his study by citing Tashakkori and Teddlie (1998, 2003) who claimed the end of the quantitative-qualitative debate has resulted in a third approach: the multi research method approach. Danermark et al. (2002) identified it as "methodological pluralism" and qualitative progress in social science research (Maxcy, 2003). Mixed methods research comprises different types of design categories, including explanatory, exploratory, parallel, and nested (embedded) designs (Creswell, 2011).

Mixed method research is defined as "employing, collecting and analyzing quantitative and qualitative data in the same study" (Creswell 2003b) simultaneously or sequentially (Creswell 2003a; Tashakkori and Creswell 2007; Creswell and Garrett 2008; Jennings 2010; Creswell and Clark 2011; Small 2011; Creswell 2012). Mixed methods are ideal for conducting

"numeric and narrative" research (Teddlie, 2009). Johnson and Onwuegbuzie (2004) clarified the significance of mixed methods by arguing that researchers should not be restricted to the use of one method because the relationship between mixed methods in this approach is complementary and valuable for the research findings. This was justified by the fact that since a lot of data is collected, it helps in understanding reality and the researched phenomenon comprehensively (Lincoln & Guba, 2003).

Different types of data in mixed methods can be collected in different orders (Miles & Huberman 1994; Creswell 2003a) but the main sequences employed are concurrent and sequential. Concurrent employs quantitative and qualitative data collection methods at the same time, while sequential has three possibilities: explanatory, exploratory, and transformative designs (Creswell et al., 2003). The current research study employed the first of the sequential types, which is the explanatory mixed methods design. In such a sequential design, whether the qualitative or the quantitative research comes first depends on the research objectives (Ibid.). In the case of current research, the quantitative data was collected first. The quantitative research aimed to provide a detailed analysis of different aspects of globalization and women's empowerment by exploring globalization role in empowering women in Pakistan. This was followed by the qualitative research, the aim of which was to provide a detailed analysis of the experiences and beliefs of those stakeholders who are in a position to directly influence those determinants concerning challenges & prospects for empowering Pakistani women. Finally, joint interpretation of the quantitative and qualitative findings was undertaken and presented in chapter-06 of this study (Ibid.).

When conducting this research, the most important thing was to choose a "reliable, systematic and transparent research method" that answers the research questions (Sedmak & Longhurst, 2010) because employing the right research methodology validates the research and ensures its credibility (Newman et al. 2003; Sedmak and Longhurst 2010). By reviewing the

research literature on the role of globalization in women's empowerment revealed that most researches are either quantitative or qualitative (Kerr, 2019; Shabab & Islam, 2018). However, researchers tend to currently employ the mixed methods approach (Hazel et al., 2020). Research gaps as already discussed in chapter-02 of the current research further added that employing a mixed-methods approach for researching influences of globalization on women's empowerment did not find by the researcher. In this research, mixed methods were employed because they answered the 'what, why and the how' questions (Saunders et al. 2007; Doern 2008) in different ways. The research focused on respondents' views about women status, influences of globalization, and the relationship between globalization and women's empowerment in Pakistan as well as their suggestions to bring improvements in women's lives. Therefore, the reason behind the adoption of this method was to "allow the researcher to develop a complete understanding of the existing problem by obtaining different but complementary data".

From another perspective, a mixed-method approach is linked to triangulation (Jennings 2010), which is defined as "the combination of methodologies in the study of the same phenomenon" (Denzin, 2009) and investigating it from different perspectives (Veal, 2006). It is used when no one method is adequate to reveal all perspectives of the examined phenomenon (Jennings 2010). In addition, it reduces researcher bias and increases the validity of the findings (Greene & McClintock 1991; De Lisle 2011). Triangulation has been done at various levels i.e. at methodological, population, sample, sampling procedures and techniques, data collection tools and analysis levels in the current study.

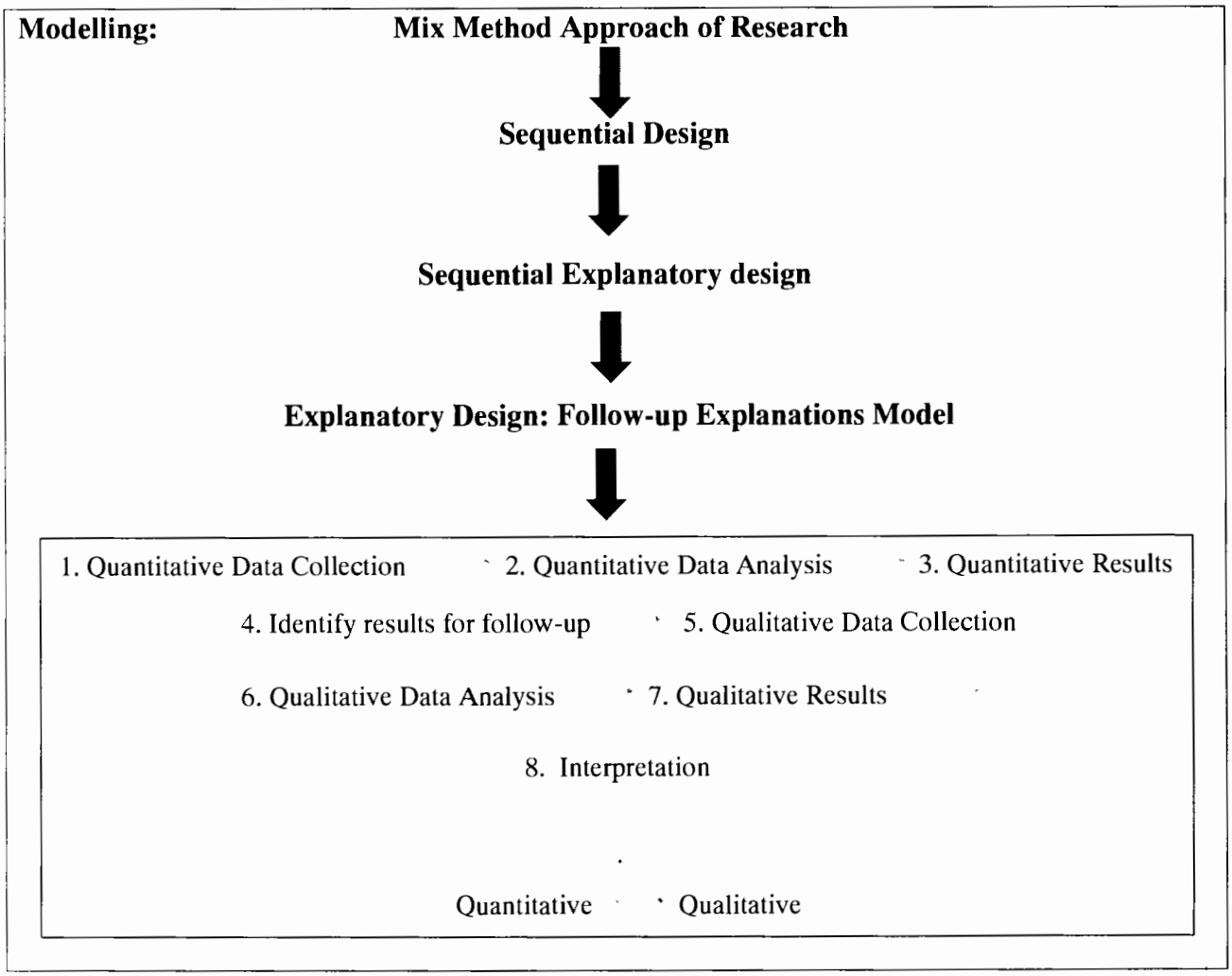
3.2.2 Study Design-Mixed Methods Sequential Explanatory Design

The mixed-methods sequential explanatory design consists of two distinct phases: quantitative followed by qualitative (Creswell, Plano Clark, et al., 2003). In this design, a researcher first collects and analyzes the quantitative (numeric) data. The qualitative (text) data

are collected and analyzed second in the sequence and help explain, or elaborate on, the quantitative results obtained in the first phase. The second, qualitative, phase builds on the first, quantitative, phase, and the two phases are connected in the intermediate stage in the study. The rationale for this approach is that the quantitative data and their subsequent analysis provide a general understanding of the research problem. The qualitative data and their analysis refine and explain those statistical results by exploring participants' views in more depth (Rossman & Wilson, 1985; Tashakkori & Teddlie, 1998; Creswell, 2003). In sequential mix method approach (one followed by other e.g. in current study qualitative followed by quantitative) which is followed by a questionnaire and in-depth interviews. The researcher opted for this study the explanatory sequential design, in which quantitative and qualitative data have separate chapters followed by a discussion chapter (Creswell. et al., 2003).

According to Creswell et al. (2003, 2006, 2017) in a mixed-methods sequential explanatory design, the quantitative part is done first, and data obtained is then further elaborated through the qualitative findings. They further give two variants of explanatory sequential design one is follow up explanation mode where after completing the quantitative part researchers conduct a qualitative study to further explain some of the questions which were not explained well in quantitative. In this case, the quantitative remains stronger. and the second is the participant selection model where researchers complete the quantitative part and then select some of the participants from this study to conduct a qualitative study. So, the quantitative one helps researchers in participant selection. In this case, they say the qualitative part is stronger. In the case of the current study, it is the former i.e. follow up explanation model so the quantitative part remains the strength of the current study as it puts greater emphasis on the quantitative part. Further, follow up model says that the researcher collects qualitative data from participants who can best help explain these findings so, this has been used as a justification for the current study respondent's selection of the qualitative part. Finally keeping in view all

aspects of the explanatory sequential approach the current research has developed the following model by using explanatory follow up sequential mix method model because it gives major emphasis to the major findings from quantitative data which leads study's explanation via qualitative findings also this model gives justification for the participants' selection of qualitative part. As, if one phase is followed by another phase, the first phase is quantitative, the qualitative phase is emphasized, the second phase is connected to the results of the first phase, and the intent is to purposefully select participants to best address the qualitative research question, then the choice of design is the Explanatory Design–participant selection model (e.g. researcher purposefully selected participants of qualitative data i.e. politicians, journalists, academicians being influential stake holders for current research under study). Further modelling of the research design is summarized as follows:



In the current research, a mixed-methods sequential explanatory design with a variant of "Explanatory Design: Follow-up Explanations Model" was used (Creswell et al., 2017). The quantitative phase consisted of a structured questionnaire administered with females (AIOU scholars across Pakistan) to assess the study objectives and research questions along with the testing of hypotheses. Further, the qualitative phase consisted of in-depth interviews of respondents i.e. academicians, politicians, journalists to explore their experiences and perceptions about variant influences of globalization on women's empowerment in detail.

3.3 Area of the Study/ Universe

The current study has covered all provinces of Pakistan including the capital Islamabad. As for the quantitative study, respondents were female being most relevant to the topic under study so female students of Allama Iqbal Open University Islamabad-AIOU were selected as a university has its network of 48 regional campuses along with 07 model study canters across Pakistan so it was considered suitable to access female respondents via AIOU as they are equipping themselves with higher educational skills, for study purpose they move from their areas to Islamabad, majority of them are working etc. so experiencing different aspects of globalization in the way of their empowerment that's why approached being current study respondents. Accordingly, for the qualitative part of the current study respondents' were selected who can better explain and extend the findings of a quantitative part so being important stakeholders of the current research academicians, parliamentarians, and journalists across Pakistan from all provinces and capital Islamabad were approached to get their views on the study subject. Since the university covers all the areas of Pakistan so the area of research shall be considered all over Pakistan under the studentship of AIOU. As the focus of the current study is female students, it was tried to cover the students from different areas and backgrounds so in a more authentic way access majority of women belonging to different areas of Pakistan. The AIOU has a very large number of students enrolled under its postgraduate, MS, & PhD

programs and the majority of these are working persons. The students of AIOU constitute a very large number of females. It can be assumed that globalization is playing a very vital role for the young generation especially women.

The roles of men and women are different in societies so their needs have variations as well. To address these variations, AIOU is playing a pivotal role in addressing gender practical and strategic needs. As gender practical needs (GPNs) are those that women identify as acceptable in their socio-cultural setup. However, gender strategic needs (GSNs) are those identified by women in their subordinate position in society. So, keeping both needs in view AIOU provides educational skills acquisition opportunities to women across the county to enables them to achieve greater equality and change existing roles, thereby challenging women's subordinate position in society. No doubt, in the way of empowerment women's mobility, education and awareness, skills, job opportunities, their confidence, supporting family and their participation in community activities has been greatly influenced by global openness and countries interconnectedness. Following are the details of the selected areas for quantitative and qualitative parts of the study:

Table 3.2

Summary of Study Area/ Universe

Area of the study/ Universe All provinces of Pakistan including the capital Islamabad	
Quantitative Aspect	**Qualitative Aspect**
AIOU 48 regional campuses along with 07 model study centres across Pakistan in the following provinces and Capital: Islamabad-Capital Punjab Khyber Pakhtunkhwa-KPK Sindh Baluchistan Gilgit-Baltistan-GB Azad Jammu & Kashmir-AJK	Academicians, politicians, & Journalists were accessed across Pakistan in the following provinces and Capital: Islamabad-Capital Punjab Khyber Pakhtunkhwa-KPK Sindh Baluchistan Gilgit-Baltistan-GB Azad Jammu & Kashmir-AJK

3.4 Quantitative Approach

The current study is using mixed methods sequential explanatory approach, which starts with the quantitative part that leads to qualitative later. The quantitative approach adopted for this research, which is more structured, broader in scale and more numerically based has been discussed here in this part of the chapter. A quantitative approach that involves a higher number of participants and hence in certain circumstances can provide more far-reaching and reliable data findings. Detail of different aspects of quantitative methodology is as follows:

Table 3.3

Summary of Quantitative Approach

Quantitative Approach		
01.	**Population**	All Postgraduate, MS & PhD. female students of AIOU across Pakistan
02.	**Sampling Approach**	Random /Probability
03.	**Sampling Technique**	Proportionate/Stratified Random Sampling Technique
04.	**Sample Size**	For structured population (400 respondents in sample strata's depending on their share in total population)
05.	**Data Collection Tool**	Structured questionnaire
06.	**Data Analysis**	To analyze the numerical data descriptive and inferential statistics were applied with the help of SPSS Version 22.

3.4.1 Population

The target group under investigation consisted of the women who experienced transformations as a result of exposure to globalization. Some of the characteristics among participants that were considered included i.e. education and work skills, awareness of their rights, individuality, access to communication and transportation etc. These had led them to a path on their way to empowerment (i.e. decision making at individual and family level, control over resources, freedom of mobility, participation in community etc.). So women with such characteristics were considered more suitable as they can better understand the influences of

globalization on our changing society and were in a better position to assess these influences whether these are beneficial or not for them to be get empowered in the current scenario of the competitive world. keeping these points in view, female students enrolled under Postgraduate, MS, & PhD programs of AIOU were selected as population of the current study because students of AIOU move to urban study centres for their classes, also the majority of them are female, working, married, and with higher educational qualification so was fulfilling the criteria of the current study population. Postgraduate & above female students of AIOU from all over Pakistan were considered the Population of the study. The quantitative data was gathered from all those women whose educational qualification was postgraduate or above and had diverse socio-economic backgrounds and belonging to different areas of Pakistan for the current study.

3.4.2 Sampling Approach

The random sampling approach has opted for the current study quantitative part under investigation. Random sampling can be adopted for any study where the population is structured, and its size is known e.g. female students of AIOU are the structured population of the current study from which by using a random sampling technique required sample size was drawn. Random sampling, or probability sampling, is a sampling approach that is based on the randomization principle of sample selection, i.e., every member of the population has the equal and same probability of being selected as a sample to serve as a representation of an entire population. Random sampling is considered one of the most popular and simple data collection methods in social sciences research fields. It allows for unbiased data collection, which lets studies arrive at unbiased conclusions. Unbiased random sampling results in more reliable and unbiased conclusions.

3.4.3 Sampling Technique, Procedure, & Sample Size

For the current study, a stratified random sampling technique was used to select the study respondents. To create a stratified random sample, there are seven steps criteria: (1) defining the population; (2) choosing the relevant stratification; (3) listing the population; (4) listing the population according to the chosen stratification; (5) choosing your sample size; (6) calculating a proportionate stratification; and (7) using a simple random or systematic sample to select your sample.

Further, Choose the relevant stratification, whatever criterion is used, a stratified random sample involves drawing separate random samples that might be based on age, social class, educational level, income, ethnicity etc. This type of sampling is used when the researcher wants to highlight specific subgroups within the population. For example, to obtain a stratified sample of university students, the researcher would first organize the population by college class and then select appropriate numbers of freshmen, sophomores, juniors, and seniors. This ensures that the researcher has adequate amounts of subjects from each class in the final sample (Fulcher & Scott, 2011).

A stratified random sampling technique was adopted to ensure the representation of study respondents enrolled under various faculties and academic programs (i.e. to ensure views and perceptions of different educational and professional background respondents) as well as the participants belonging from different areas of the country. A sample of female students in different semesters has been selected for the purpose. The following procedure has been adopted to draw the sample through stratified sampling technique:

1. The researcher has prepared the lists of study respondents with the help of the admission department as well as the computer data centre of AIOU of all the students enrolled under different programs during the 2018 semesters.

2. The proportion of different faculties are identified according to the enrolment of students in different programs and their proportion in the sample is calculated (Detail is given in table 3.4 & 3.5). To get sample size from AIOU enrolled students' population Taro Yamane (Yamane, 1973) formula has been used. The sample size can also be validated from the sample size table developed by Krejcie & Morgan in their 1970 article, "Determining sample size for research activities".

   Taro Yamane Formula: $n=N/(1+Ne^2)$

   $n=82940/[(1)+82940(0.05)^2]$

   $n=398.08$

   $n=398$

   So, for the current study, it has been decided to have a sample size of 400.

3. The sample size is divided by population size and calculated into % to get the sample size of each faculty which is calculated as 0.48% for the current study.
4. A representative sample of the study participants was selected from each stratum (Department/ academic program) randomly from the prepared lists.
5. The process of a random selection of study participants was facilitated through computer draw by a professional.

Table 3.4

Faculty wise Breakup of Study Participants

S. No	Faculty	Population-N (Postgraduate/MS/Ph.D Female Enrolment)*	0.48% of the students	Adjusted Sample Size (n)
01.	Education	57041 (69%)	275.09	275 (69%)
02.	Social Sciences and Humanities	17025 (20%)	81.72	82 (20%)
03.	Arabic, Sharia, and Islamic Studies	7919 (10%)	38.01	38 (10%)
04.	Sciences	955 (1 %)	4.58	5 (1%)
	Total	82,940 (100 %)	399.40	400 (100%)

*Data is based on the enrolment of the Spring and Autumn-2018 semesters.

Table 3.5

Programme wise Breakup of Study Participants

S.No	Faculty	Postgraduate/Masters	MS/M.Phil.	PhD.	Total
01.	Education	56731/57041*275= (273)	276/57041*275= (01)	34/57041*275= (01)	275
02.	Social Sciences and Humanities	16570/17025*82= (79)	422/17025*82= (02)	33/17025*82= (01)	82
03.	Arabic, Sharia, and Islamic Studies	7763/7919*38= (36)	139/7919*38= (01)	17/7919*38= (01)	38
04.	Sciences	441/955*05= (02)	486/955*05= (02)	28/955*05= (01)	05
	Total	390 (90 %)	06 (06%)	04 (04%)	400 (100%)

*Data is based on the enrolment of the Spring and Autumn-2018 semesters.

3.4.4 Data Collection Tool

For the proposed research quantitative part, a self-completion structured questionnaire was developed and used. The questionnaire was developed in dual languages (English and Urdu) to get maximum input from the respondents. The information gathered through the questionnaire includes the socio-economic characteristics of the respondents, their perceptions on the status of women in different spheres of life in Pakistan also influence on globalization in Pakistan and further explored the relationship between globalization and women's empowerment in Pakistan. Finally, respondents' suggestions about suitable measures to improve the situation of socio-economic and political systems in Pakistan for effective empowerment of female beneficiaries.

3.4.4.1 Piolet Study

To ensure the way of distribution of questionnaires among respondents, the completion time of research instrument, sections order and questions understanding, the range of answers/options, issues faced by respondents are the major purpose to conduct pre-testing and pilot study. It often provides the researcher with ideas, approaches, clues the researcher may

not have foreseen before conducting the study. Such ideas and clues increase the chances of getting clearer findings in the main study (Reddy, 2017). To improve the internal validity of the tool study subjects were asked for feedback to identify ambiguities and difficult questions.

To ensure that the instructions, questions, and scale items are clear, the survey measurement was pilot-tested on the same type of people who would be used as respondents in the main study (e.g. AIOU female students of Masters, M.Phil, and Ph.D. from all over Pakistan). Therefore, a pilot study was conducted to evaluate the feasibility of the data collection method and tool so can pick up any questions or items that may offend potential respondents and identify anything that might go wrong all along the process of data collection. For this reason, the questionnaire was administered to 18 respondents (Master's=11, M.Phil=5, Ph.D=2) and after completion of the questionnaire, they were asked for feedback on the research instrument. Following are the findings obtained from the pilot study:

i. Translation of the study tool in Urdu was requested for better clarification and understanding of each item on the questionnaire for the respondents. Therefore, a tool was developed in English as well as in Urdu for the ease of study respondents.

ii. The average time for each respondent to complete the questionnaire was between 25 to 35 minutes. Respondents didn't complain about the length of the questionnaire. Therefore, it was accepted that items on different constructs of the questionnaire were explicable to the respondents and no further addition of questions was needed.

iii. Statistical testing was done to assure that the instrument had reliability. Reliability analysis was carried out and Cronbach's alpha coefficients of 0.7 and above were found for different measured items and deemed acceptable. Further, the normality analysis showed the normal distribution of the acquired data set.

iv. Findings of the pilot study revealed that engagement of the concerned heads/coordinators would be generated a maximum response rate for the current study.

By their involvement, the current study yielded a significant 94% response from the total approached respondents.

3.4.5 Data Collection

The current study is based on mixed methods sequential explanatory approach in which both quantitative and qualitative approaches were adopted to develop the synthesis related to a research question. Initially, the data was collected on a detailed and structured questionnaire and the findings were further expanded through qualitative enquiry. Following is the procedure adopted during data collection:

1. After selection of the sample and development of the questionnaire, the required number of copies of the tool (Questionnaire) were mailed through postal services to the respective AIOU Regional Directors (RDs)/ Heads in different cities of Pakistan. Along with tools, a list of randomly selected students and a detailed note regarding the procedure of data collection was also forwarded to the RDs. Through email and telephonic conversations, the purpose of the study and the forwarded instructions were explained to the concerned personals.
2. RDs and their staff got the tools duly filled in by the respondents during their workshop classes. Every tool contained an informed consent form and instructions for the respondents.
3. Filled questionnaires were mailed to the researcher by AIOU regional offices.

Besides this researcher also collected data from the capital Islamabad respondents of the study by herself. This process truly helped the researcher to get the maximum response rate for the current research study.

3.4.5.1 Study Participants

After the selection of the sample and development of the questionnaire, the data was gathered from students (female) during their workshops/classes in different regional campuses

across Pakistan as well as at the main campus AIOU, Islamabad. Respondents for the quantitative survey were selected from three-03 different levels of higher education (Master's, M.phil, PhD) being an important stakeholder of the current study having strong relationships with the study as the main aim of the study is to explore the relationship between globalization and women's empowerment in Pakistan. The majority of females enrolled at AIOU having different socio-demographic profiles and belong to various areas of Pakistan. The majority of them are working women and have exposure to mobility from different areas to the capital of Islamabad for studies. Further having exposure to higher education paid work, and of different cultures make them most relevant participants by keeping in view the study context and approached them during their workshops/classes with the help of concerned heads/coordinators during the data collection period. The study respondents having a direct link with the current phenomenon under study as they are considered influential stakeholders being recipients of emerging perspectives related to global influences and women's empowerment in Pakistan.

3.4.6 Data Analysis

The quantitative data was acquired through a questionnaire from the selected respondents and that data was analyzed by employing different statistical techniques. The procedure involved to analyze the quantitative data is demonstrated that there are two main stages of data analysis in this study. Detail of various steps taken in the process of data analysis are presented as follows:

3.4.6.1 Stage one (pre-analysis stage)

Stage one (pre-analysis stage) attempts to do preliminary statistical analyses such as data screening and cleaning, assessing normality and establishing the preliminary reliability.

3.4.6.1.1 Screening and Cleaning the Data

Before starting the quantitative data analysis, it is considered essential to check the data set for errors. This very first stage is called the pre-analysis stage and encompasses screening and

cleaning the data which comprises three basic levels: 1) checking for errors; 2) finding the errors in the data file, and 3) Correcting the error in the data file. All three steps have been taken for all variable's types (both categorical and continuous) employing the frequencies procedure. For example, in the item: "Social and economic dependence of women in returns ensure male supremacy in society", which is under the "Women status" Variable, the maximum value from the Descriptive Statistics table generated by SPSS 22 was "55" which was way above the maximum value (5) defined in the codebook. Therefore, through the Edit function the case was identified (case number 93) and the correct value (4) was entered. Furthermore, since missing observations can be problematic, and to avoid this problem, most of the missing values have been replaced with estimates computed using the "mean distribution method" as recommended by Coakes and Steed (2007, p.44), therefore, generating a clean, error-free data set.

3.4.6.1.2 Assessing Reliability and Normality Analysis

There are several different reliability coefficients. One of the most used ones is Cronbach alpha, which is based on the average correlation of items within the test if the items are standardized. If the items are not standardized, it is based on the average covariance coefficient and it ranges from 0 to 1. In this study, the reliability of the quantitative survey instrument was then tested to determine the way each subscale was effectively grouped. Cronbach Alpha (CA) coefficient was applied to work out the internal consistency and reliability of the measuring instrument. SPSS 22 output produced Alpha coefficients ranged from .68 to .81, which signifies that there is satisfactory reliability within the 61-question instrument, as Cronbach Alpha (CA) value that is higher to the recommended level (i.e. 0.60) of internal consistency (Sekaran, 2003; Creswell, 2012). Below in Table 4.1 demonstrates the results of overall reliability on each construct including the number of items kept under each i.e. women status with 15 questions, equality with men with 06 questions, globalization with 15 questions, political empowerment

with 05 questions, economic empowerment with 05 questions, social status of women with 05 questions, women's autonomy with 05 questions and women's status and role in the family with 05 questions measured and Cronbach Alpha (CA) values shows the reliability of the major scales.

The assumption of normality, normal distribution, is a prerequisite for many inferential statistical techniques. Normal is used to describe a symmetrical, bell-shaped curve, which has the greatest frequency of scores in the middle, with smaller frequencies towards the extremes (Gravetter & Wallnau, 2000, p.52). Several statistics are available to test normality however, mentioned by several statisticians (Coakes & Steed, 2007; Tabachnick & Fidell, 2007) normality can be assessed to some extent by obtaining Skewness and Kurtosis values and therefore in this current study Skewness and Kurtosis have been employed for normality analysis of major scales of the instrument. Consequently, the test of normality was run for every individual item on the questionnaire first, and later, was repeated for each construct, of the study individually. Table 3.6 below along with Cronbach Alpha (CA) values shows the results of Skewness and Kurtosis values which have been taken as the major determinant of the normal distribution. the Skewness value indicates the symmetry of the distribution, while Kurtosis provides information about the peakedness/tailedness of the distribution. Statisticians emphasize that the distribution is perfectly normal if both values for Skewness and Kurtosis are zero which is rather an uncommon occurrence in the social sciences (Hair et al., 1998; Tabachnick & Fidell, 2007, p. 79). Therefore, a measure of Skewness of +1 is usually regarded as a strong deviation from normality.

As demonstrated by Table 3.6 for total variables (constructs which are formed by summing their items which operationalize them) of the study, it is evident that almost all variables are skewed that is there is no perfect distribution observed according to the results. In this study, both values of Skewness and Kurtosis swing between $< \pm 2$, and most of the values are close to zero; hence, the normal distribution can be assumed, and parametric tests can be used to analyze the data. Tests for symmetry (Skewness) and flatness (Kurtosis) were performed using indices

for acceptable limits of ±2 (Trochim & Donnelly, 2006; Field, 2000, 2009; Gravetter & Wallnau, 2014). All items tested were within acceptable limits as shown in table 3.6. The researcher used indices for acceptable limits/range of < ±2, this assumption is further supported by Pallant (2005, p. 58): "Many scales and measures used in the social sciences have scores that are skewed, either positively or negatively." This does not necessarily indicate a problem with the scale, but rather reflects the underlying nature of the construct [in this case: women status, equality with men, globalization, political empowerment, economic empowerment, social status of women, women's autonomy and women's status and role in a family being measured. Further, Kurtosis values show that the dataset has lighter tails than a normal distribution (less in the tails means lack of outliers). Finally, means and standard deviations for each construct were also explored for outliers that may influence the usefulness of the data for drawing valid conclusions that generalize to the population from which the data was drawn (Tabachnick & Fidell, 2001). Table 3.6 demonstrates the results of reliability and normality analysis in detail.

Table 3.6

Reliability and normality analysis of Major Scales

Scales	*K*	α	*M*	*SD*	*Skew.*	*Kurt.*
Women Status	15	.80	55.19	8.83	.47	-.18
Equality with Men	6	.68	24.72	3.09	-.27	-.41
Globalization	15	.69	35.01	4.26	.32	.15
Political Empowerment.	5	.75	12.06	1.61	.18	-.66
Economic Empowerment	5	.73	11.51	1.86	.06	-.36
Social Status of Women	5	.80	11.29	2.12	.01	-.68
Women Autonomy	5	.81	11.65	1.61	.46	-.37
Women Status and Role in Family	5	.70	11.23	2.02	.09	-.75

Table 3.6 shows the reliability and normality analysis of scales used in the study. The scales used are women status, equality with men, globalization, political empowerment, economic empowerment, social status of women, women's autonomy and women's status and role in the family. The results indicated that all scales have satisfactory reliability. Further, the value of

skewness and kurtosis (< ±2) showed that the data were normally distributed. Table 3.6 shows details.

3.4.6.2 Stage Two (main analysis stage)

This stage aims at examining and evaluating the findings by conducting more advanced statistics through descriptive and inferential testing of the data.

3.4.6.2.1 Clarification of Items Studied

To describe the variations in units of analysis, the following analysis is separated into three main sections according to variable type. The first section analysis is based on the demographic profile of the respondents, followed by descriptive analysis of them, and finally, the chapter presents results based on inferential statistics. Quantitative data was gathered by using the constructed questionnaire by the researcher from educated women (376) across Pakistan. All Likert-type items are scored using a balanced 5point scale, asking respondents to provide a value from Strongly Disagree (1) to Strongly Agree (5). The middle point of the scale scored as 3, is labelled "Uncertain." Also, a 3point Likert scale was used with response values from "Not at All (1), To Some Extent (2), and To a Great Extent (3)".

When a single Likert-type item, however, is combined with three or more additional questions measuring the same construct, the result is a composite Likert-scale variable that may be evaluated using an interval scale (Boone & Boone, 2012). As such, Likert-scale items may use the mean as a measure of centre and the standard deviation as a measure of variability or we can say it explain potential variations for each distribution. The current survey instrument employs Likert-scale items (mean and standard deviation). In the current survey, eight constructs i.e. women status, equality with men, globalization, political empowerment, economic empowerment, social status of women, women's autonomy and women's status and role in a family are measured using Likert-scale items, comprising of a total of 61 survey

questions among them 36 questions (03 constructs) were on 5 point scale and 25 questions (5 constructs) on 3 point scale.

3.5 Qualitative Approach

The current study is using mixed methods sequential explanatory approach, which starts with the quantitative part that leads towards qualitative study. The qualitative approach adopted for current research is inductive and views the world as having more than one reality. Using a qualitative approach enabled the researcher to explore the experiences of study participants in-depth; thus, realizing the research objectives and providing a complete picture of the phenomenon. The process of research involves empirical work being carried out with the collection of data that can concur, refute or contest theories which in turn allows for understanding and clarification for different observations. Qualitative research involves a process known as induction, whereby data is collected relating to a specific area of study and from this data, the researcher constructs different concepts and theories. A qualitative approach was considered more relevant to undertake this part of current research as it allowed greater capacity to gain more depth and meaning based on an individual's experiences of the phenomena under study along with their beliefs and feelings in explanation to quantitative findings gathered for this research. Detail of different aspects of qualitative methodology is as follows:

Table 3.7

Summary of Qualitative Approach

Qualitative Approach		
01.	**Population**	Academicians, politicians, & Journalists across Pakistan
02.	**Sampling Approach**	Non-Random/Non-Probability
03.	**Sampling Technique**	Purposive Sampling Technique
04.	**Sample Size**	For the unstructured population 26 respondents (from all groups)
05.	**Data Collection Tool**	In-depth Interviews
06.	**Data Analysis**	Thematic analysis has been used which provides a purely qualitative, detailed, and nuanced account of data (Braun & Clarke, 2006).

3.5.1 Population

The target population of the qualitative study was consisting of academicians, politicians, & journalists across Pakistan.

3.5.2 Sampling Approach

Unlike probability sampling, the goal of the non-probability sampling approach is not to achieve objectivity in the selection of samples, or necessarily attempt to generalize (i.e., statistical inferences) from the sample being studied to the wider population of interest. Instead, researchers following a qualitative research design tend to be interested in the intricacies of the sample being studied. Whilst generalizing from the sample to the population under study may be desirable, it is more often a secondary consideration. Non-probability samples cannot depend upon the rationale of probability theory. A sample of participants or cases does not need to be representative, or random, but a clear rationale is needed for the inclusion of some cases or individuals rather than others.

3.5.3 Sampling Technique, Procedure and Sample Size

When following a qualitative research design, non-probability sampling techniques, such as purposive sampling, can provide researchers with strong theoretical reasons for their choice of units (or cases) to be included in their sample. Rather than using probabilistic methods (i.e., random selection) to generate a sample, non-probability sampling requires researchers to use their subjective judgements, drawing on theory (i.e., the academic literature) and practice (i.e., the experience of the researcher and the evolutionary nature of the research process). Purposive sampling is based on the researcher's choice of potential participants in respect of specific criteria or experience of the examined phenomenon (Creswell & Clark, 2011). For the current study qualitative part, the purposive sampling technique was opted to gather the data from academicians, journalists, and politicians in Islamabad and across Pakistan via in-depth interviews.

Respondents for the in-depth interviews were selected from three-03 different domains of expertise being an important stakeholder of the current study having strong relationships with the study as the main aim of the study is to explore the relationship between globalization and women's empowerment in Pakistan. It is evident from a literature review that globalization has a strong influence in three major areas of life including economic, political, and social spheres so study respondents were selected keeping in view the study context and approached the parliamentarians, journalists, and high profile academicians (Deans, Vice-chancellors) from various parts of Pakistan. The study respondents having a direct link with the current phenomenon under study as they are considered influential in decision & policy-making processes, in point of view building and disseminating the ideas, content, and emerging perspectives related to globalization and women's empowerment in Pakistan. The detail of distribution of the sample for qualitative data is as follows:

Table 3.8

Distribution of the Sample Size for Qualitative Data

Qualitative Data Respondents (from all over Pakistan) Total No.=26		
01.	Academicians	10
02.	Parliamentarians	08
03.	Journalists	08
	Total	26

This number of respondents in the qualitative stage is not a problematic issue because the sample size depends upon the research aim and design and when saturation of data takes place. In this case, the objective was to collect rich and thick data, which could support the development of themes and sub-themes (Holloway and Wheeler 2010; Rubin and Babbie 2010; Creswell and Clark 2011; Rubin 2011). Indeed, the number of respondents varies and ranges from 1 in qualitative research to as many as 20 or 30 (Creswell and Clark 2011) or even 60 depending on the point of saturation (Baker & Edward 2012).

3.5.4 Data Collection Tool

The data collection technique chosen was face-to-face in-depth interview because it is a useful tool for gathering much personalized rich detailed information (Anderson 1994; Veal 2006; Bryman 2008; Gray 2009). A semi-structured in-depth interview guide with open-ended questions was developed as it is considered the most suitable to be employed in this research because the researcher needed a conversation-style interview to generate in-depth information. For an in-depth interview guide, a list of major topics (i.e. women status, globalization influence in Pakistan, linking globalization with women's empowerment in Pakistan etc.) along with probing questions emerged about detail provided by interviewees during interviews (qualitative data collection tool can be accessed at Annex----). Based on the findings of the

quantitative data, it was tried to focus to find out the reasons behind reported responses and to have a further in-depth understanding of the phenomena under study. Thus, having a flexible tool for data collection interviewer had collected data according to study objectives, as well as interviewees, were also influenced the process by providing detailed rich and new data as per their exposure and diverse experiences. However, as is common in semi-structured in-depth interviews, the questions in the guide were only the starter for respondents to freely express themselves and their views in detail.

3.5.5 Data Collection

All the information was collected through in-depth interviews of the respondents. All the approached participants showed their willingness and were helpful to participate in this study, and all the interviews were conducted responsively and cooperatively. The results of this qualitative part of the study are centred on in-depth interviews of twenty-six (26) participants from various fields of life which has a direct link with the current issue under investigation (details of all study participants attached as Annex.....).

Most interviews were conducted face to face however few among them were telephonically accessed and recorded their interviews because of the out of country commitments of the concerned respondents during the data collection time. Qualitative data was further added to analyze, interpret and conclude the trends of data in a more reliable and detailed manner to suggest policy guidelines for further improvements and assess transitional change due to globalization in the situation of women's empowerment in Pakistan. All the participants discussed in the study (names in this study are pseudonyms) with the identifiers so their confidentiality could sustain. Detail of the usage of an identifier is as follows:

3.5.5.1 Use of Identifiers

To provide context and depth to the results direct quotes are used from the in-depth interviews. Names have been changed to protect the original identity of the respondents, so

identifiers have been used in place of participants' names. Participants' number alongside shown as [Pp-1, Pj-2, Pa-3 etc...] however, (Pp) stands for participant who is parliamentarian, (Pj) stands for participant who is journalist, and (Pa) stands for the academic participant. Further, it is to elaborate those participants who are parliamentarian their number starting from Pp-1 to Pp-8, those who are journalists, their numbering starts from Pj-9 to Pj-16, and the academicians numbering starts from Pa-17 to Pa-26 as the total of 26 respondents were approached for in-depth interviews in the current study.

3.5.6 Data Analysis Procedures

This part of the chapter presents different aspects of qualitative data analysis incorporated for the current research including thematic analysis, analytical approach, writing up the findings, SQC model for data presentation, and mapping of thematic analysis in detail.

3.5.6.1 Thematic Analysis as Research Approach

Thematic analysis is a method for identifying, analyzing, and reporting patterns (themes) within data. It minimally organizes and describes the data set in (rich) detail. However, frequently it goes further than this and interprets various aspects of the research topic (Boyatzis, 1998). It is not relaying on pre-existing theoretical frameworks and it lends itself to provide a detailed description of the whole data set (Braun & Clarke, 2006). Therefore, it is considered a rich and useful approach when we intended to explore new or under-researched areas and it is particularly a relevant approach for this current study. The thematic analysis provides a purely qualitative, detailed, and nuanced account of data (Braun & Clarke, 2006).

The qualitative data analysis part of this study is more inductive, semantic, and critical/realist approaches based as in reflective thematic analysis multiple approaches can be used in one study (Ibid.). By using the reflective thematic analysis which is based on a six-phase process for analysis, the current qualitative data has gone through all phases of, familiarization with the data, coding, generating initial themes, reviewing themes, defining and

naming themes, & writing up the analysis (example from data of reflective-TA attached as annexe--).

3.5.6.2 Analytical Approach

In qualitative research two main analytical approaches have been used in social sciences including transcription and data extraction and analysis approach (Corden & Sainsbury, 2006). In the current study transcription analytical approach has been employed to draw study findings. There are different types of transcription including verbatim, edited, and intelligent transcription, this study employee's the verbatim transcription analytical approach which is considered best suited for academic researches. Further, there are different types of verbatim transcription and this study opted for the "Full Verbatim" type which presents the quotes without stutters or pauses which don't affect the context of what is being said (Corden & Sainsbury, 2006).

In-depth interviews took almost one hour & a half to two hours and were audio-recorded with the permission of study respondents. At first in analysis, the recorded audio data was transcribed by the researcher herself as some advantages are perceived in by doing oneself transcription work includes gaining greater familiarity and deeper insight of the data though it was required a lot of time. Transcribed data was verified by rechecking with the audio recordings so could ensure that no important data was missing in the process of transcription of in-depth interviews. Checking transcripts against audio recordings were also provided with the opportunities to annotate the text or any other alteration to better understand the point of view shared.

3.5.6.3 Writing up the Findings

Writing is an essential of the analysis, writing up a full and rich analysis, in current study use of verbatim quotation has been done. The purpose of using verbatim quotations/extracts includes as the matter of enquiry; as evidence; as an explanation; as an illustration; to deepen

understanding; to give participants a voice, and to enhance readability (Corden & Sainsbury, 2006). Analyzing qualitative data, the inclusion of excerpts from transcripts shows a strong link between qualitative data, discussion, interpretation, and driving conclusions, discussed variously within concepts such as validity, reliability, credibility and suitability. Next, respondents' quotes are provided to offer context and depth regarding study findings. Among different formats available to present verbatim quotations researcher selected the, "put together for comparison some quotations from different respondents" format for the current study (Corden & Sainsbury, 2006; p-4). So, writing up the findings of this chapter includes a balance between the narration of the text by the researcher and the use of verbatim quotations from the transcribed audio data.

3.5.6.4 Setup-Quote-Comment (SQC) Model for Data Presentation

The study results are organized by major themes, subthemes, narratives of the researcher coupling with respondents' quotes/extracts. For the qualitative results, presentation and writing paragraphs purpose the SQC model is opted (Golden, Biddle & Locke, 2007). In qualitative researches data organization and results from the presentation has always been a challenging task so to make results more viable this study using the SQC model helped the researcher to present findings more systematically for the readers. In the SQC model first sentence of the paragraph is critical; it transitions from the previous paragraph and states the "thesis". The next sentence might support the thesis and present some context or literature. A setup for a quotation states the participant and the context of the quotation (question, topic, etc.) so setup before placing a quotation gives introduction, sense and context to readers about the particular quotation(s). After setup, we should add vivid block quotation(s), indent half an inch, placed in the middle of the paragraph, from our transcripts to our themes and sub-themes description paragraphs as per further explanations required.

There should always be at least one sentence followed by quotation(s); avoid ending a paragraph on a quote. So, at the end of the paragraph, a comment about the stated quote(s) or coming theme or sub-theme needs to be added. These comment sentences stress important points of the quote(s), tie it back to the theme researcher is building, and/or move towards the next paragraph. These comments refer to or explain the stated quotation(s) for the reader's comprehension that why the researcher's incorporated certain quote(s) to the themes and in large to the study questions from the qualitative data. The SQC is a simple model which helped the researcher to present qualitative data in an organized and systematic manner in qualitative data analysis chapter-05 of this study.

3.5.6.5 Data Analysis

The analysis involved a search for an understanding of various aspects of globalization that influencing the women's empowerment situation in Pakistan. At the first stage of the analysis, a careful reading of all transcripts of the in-depth interviews has been done. The data were organized and analyzed systematically & transparently, building on the framework method for data display originally developed by Braun & Clarke (2006). A thematic framework/map was developed for the classification of data in form of themes and subthemes reflecting the original matters of enquiry from a reading of the transcripts. Detail is given in table 3.9 below:

Table-3.9

Mapping of Thematic Analysis

Theme	Sub-theme
1. Are Women in Pole Position?	1. Viewpoint about Women's Condition 2. How are Women Perceived at Socio-cultural Level? 3. Women's Situation in Economic Domain 4. Women's Ranking in Political Sphere
2. Pakistani Culture in Global Era	1. Mass Media, Technology, & Cultural change 2. Changing Social Institutions & Gender Roles
3. Economic Viability & Globalization	.....Nil.....
4. Global Power Dynamics & Politics in Pakistan	.....Nil.....
5. Impact of Globalization on the lives of Women	1. Pragmatic Influences of Globalization on Women 2. Ineffective Consequences of Globalization for Women
6. Is there any Relationship between Globalization and Women's Empowerment?	.....Nil.....
7. Does Higher Education & Employment Opportunities Empowering Pakistani Women?	1. Higher Education, Individual Autonomy & Family Interpersonal Relations 2. Employment Opportunities and Economic Empowerment
8. Global Political Scenario, Pakistani Government, & Political Empowerment of Women	.....Nil.....
9. Cultural Globalization and Women's Social Empowerment	.....Nil.....
10. Issues & Challenges in the way of Women's Empowerment	1. Challenges related to Socio-cultural Globalization 2. Issues related to Political Globalization 3. Hurdles related to Economic Globalization
11. Course of Action for Empowering Pakistani Women	1. Measures at Individual, Family, & Social level 2. Measures at Political Level 3. Measures at the Economic level

Note: (Total Themes= 11 & Total Sub-themes= 16)

After analysis of the first part which comprising of demographic data of respondents, the next section then goes on to look at the different themes and sub-themes that emerged out of

qualitative data gathered through in-depth interviews. The aim is according to this research, to explore the influences of globalization on empowering women in Pakistan. Subsequently, the major findings were analyzed concerning the academic literature in discussion chapter-06 of this study. Final analysis and interpretation have been done by linking the findings of both tools. It was tried to develop logical links between different variables especially qualitative and quantitative data.

3.6 Ethical Considerations

Social science researches are subject to human behaviours, feelings, beliefs, and perceptions. It is very much important to keep in view the ethical issues in consideration while researching this domain. For the current study, the same has been done as in the first place research proposal was submitted to the supervisor and ethically approved before starting the research work. In an acquisition of any research, the study researcher must be careful and aware of its impact on respondents and society at any stage of the study. The literature demonstrates that "it is unethical to accumulate information without the knowledge of participants, and their expressed willingness and informed consent". Therefore, the researcher made it clear to all participants of the quantitative and qualitative parts of the current study that their participation was voluntary and that they were free to withdraw from the study at any time or they are not bound to respond to all questions. While conducting this study, the researcher ensured informed consent from all participants via inwriting as well telephonically. Before questionnaire distribution respondents were conveyed about the study purpose and asked for their time to participate in data collection as well properly appointments were made well before the time with in-depth interview respondents and an interview guide was shared with them via email before executing the interviews with them. It was informed by the researcher to all participants that all the information shared by them will be used for the current study and in return they consented. Sufficient time was provided to the participants by the researcher as well

respondents participated on their ease which made the study findings more valid and reliable. Study participants were ensured about their confidentiality and anonymity throughout the process; however, the respondents of qualitative data have given their consent to disclose their identities.

3.7 Conclusion

The research design employed in this thesis draws on mixed methods sequential explanatory approach to explore the influences of globalization on women's empowerment in Pakistan. Thus, the current study employed mixed methods, combining quantitative and qualitative approaches in different ways and degrees. The researcher explained the methodological approaches, population and sampling procedures, data collection techniques, tools employed, and analysis in detail. A quantitative, self-completion questionnaire with open and closed-ended questions was employed in the quantitative phase. In-depth semi-structured interviews were employed in the qualitative second stage of the research process. This chapter also addressed the data analysis techniques, in which descriptive and inferential statistics were employed to analyze the quantitative data and thematic analysis used to analyze the qualitative data. In both the data collection and analysis, accepted best practice was adopted to ensure the validity and reliability of quantitative data, as well as the credibility and authenticity of qualitative research. Finally, quantitative, and qualitative findings are part of chapters 04 and 05 along with their discussion in chapter-06 of the current research. It was assessed that the findings of the present study helped analyze the role of globalization behind women's empowerment in Pakistan and it also provided the existing gaps and suggestions for improvement which details are part of the last chapter-07 of this study.

CHAPTER 4

QUANTITATIVE DATA ANALYSIS

The purpose of this descriptive survey part of the current study was to analyze and assess the influences of Globalization on women's empowerment all over Pakistan. The study focus was on the analysis of the various predominant dimensions of globalization and women's empowerment by exploring influences (positive, negative, feeble) of globalization on empowering women in Pakistan. The quantitative data was acquired through a questionnaire from the selected respondents. The findings of the quantitative data are presented in three sections as the first part is elaborating the demographic characteristics of the study respondents, however, followed sections dealing with the findings related to major research questions. All findings are coherent and interconnected, from analyzing the data it emerged that variant influences of globalization are evident in all spheres of women's life in Pakistan.

4.1 Introduction

This chapter will bring in the presentation of the findings and analysis derived from the data gathered through a questionnaire. A total of 376 responses were received from the targeted 400 potential respondents, which constitutes a 94% response rate for the survey. To analyze the numerical data descriptive and inferential statistics were applied with the help of IBM SPSS (Statistical Package for Social Sciences) Version 22 for windows software. Univariate analysis was done by calculating descriptive statistics i.e. frequencies, percentages, means, and standard deviations, however bivariate analysis used Inferential statistics like correlation analysis and regression. This chapter solely focuses on presenting the gathered data in a meaningful way to facilitate the discussion, which will be presented in Chapter 6.

This chapter at the outset provides the background to the respondents by analyzing their demographic details. This is followed by findings and analysis of data and the summary. The

findings and analysis have incorporated general, descriptive, and inferential statistical analysis primarily on broad themes that include demographics, women status, globalization, women equal status with men and women's empowerment in different domains. Tables have been used to facilitate simplistic reader-friendly writing. Finally, the summary of this chapter is provided.

4.2 Demographic Analysis of the Respondents (section one-01)

Concerning respondents' profile data were analyzed according to their demographic characteristics respectively in the following first section of this quantitative analysis chapter so can better understand the background of the study participants. It is important to examine the unique demographic characteristics of the respondents for ensuring the trustworthiness and authenticity of the study results which are the outcomes of their point of view on the research issue under study. Demographic data were analyzed and presented here in the form of frequencies and percentages; no other measures were provided in this section of the chapter. The questionnaire contained questions intended to produce specific demographic data about the study respondents belonging from different areas of Pakistan. These demographic questions included questions about respondents' age, marital status, area and province of residence, education and faculty breakup, age of children (male & female), family type, employment status, personal and family income. Tables 4.1 through 4.3 show the results.

Table 4.1

Socio-demographic Characteristics (Age, Education, Educational Faculty, and Occupation) of the Study Population (N = 376)

Variables	Categories	*F*	%
Age	20-30	184	48.9
	31-40	148	39.4
	41-50	34	9.0
	51 & Above	10	2.7
Education	Master	330	87.8
	MS/ MPhil	30	8.0
	PhD	16	4.2
Educational Faculty	Education	268	71.3
	Social science	68	18.1
	Arabic & Islamic Studies	33	8.8
	Sciences	7	1.9
Occupation	Govt. Service	102	27.1
	Private Service	142	37.8
	Business	12	3.2
	Self –employed	23	6.1
	Student	72	19.1
	House wife	24	6.4
	Any other	1	0.3

Table 4.1 summarizes the demographic characteristics of respondents concerning their age, education, educational faculty, and occupation. Data regarding age shows that the majority of

the respondents 48.9% (n=184) were between the age group of 20 to 30 years followed by 39.4% (n=148) with the age band of 31 to 40 years. Moreover, 9.0% (n=34) of the respondents were between the ages of 41 to 50 years and only 2.7% (n=10) of the study participants were above 51years of age.

For the current study, the education of the respondents was assessed at three levels i.e. Master, M.phil, and PhD. The majority of the respondents 87.8% (n=330) were pursuing Masters, followed by 8.0% (n=30) whose education was MS/M.phil and only 4.2% (n=16) respondents were having a PhD level of education.

Further respondent's faculty breakup shows their educational specialization as divided into four faculties including education, social science, Arabic & Islamic studies, and natural sciences of AIOU. Among study participants, a vast majority of 71.3% (n=268) were from the Faculty of Education. This is due to high enrollment in the faculty, followed by 18.1% (n=68) from the Faculty of Social Sciences, 8.8% (n=33) from the Faculty of Arabic & Islamic Studies, and because of low enrollment 1.9% (n=7) from Faculty of Natural Sciences. As this study opted proportionate random sampling technique so the proportion of the respondents in the faculty and program of sample is the representation of their total share in the population.

Moreover, out of 376 respondents, the majority of the respondents 37.8% (n=142) and 27.1% (n=102) were engaged in private and government sector services respectively. Among respondents, 19.1% (n=72) were students and the rest of the respondents 16.0% (n=60) were housewives, self-employed, engaged in business or other part-time income-generating activities i.e. tutoring children etc. (see Table 4.1).

Table 4.2

Socio-demographic Characteristics (Marital Status, Family Type, Age of Male and female children) of the Study Population (N = 376)

Variables	Categories	*f*	%
Marital Status	Single	160	42.6
	Married	200	53.2
	Divorced	8	2.1
	Widowed	4	1.1
	Separated	4	1.1
Family Type	Nuclear	141	37.5
	Joint	194	51.6
	Extended	41	10.9
Age of Male Children	None	64	17.0
	Up to 5 years	77	20.5
	6-10 years	34	9.0
	11-15 years	19	5.1
	15+ years	22	5.9
Age of Female Children	None	69	18.4
	Up to 5 years	75	22.6
	6-10 years	38	10.1
	11-15 years	14	3.7
	15+ years	10	2.7

Table 4.2 indicates the respondents' marital status, family type, and ages of the respondents' children. The marital status of the study respondents was assessed through five categories including single, married, divorced, widowed, and separated. Majority of the respondents 53.2% (n=200) were married followed by 42.6% (n=160) who were single/unmarried. And there were only 4.3% (n=16) of the respondents who were either under the category of divorced, widowed or separated in the study.

Information regarding respondents' family type in the table indicates that 51.6% (n=194) of the total respondents were living predominantly in a joint family system, whereas 37.5% (n=141) of them were having a nuclear family system and only 10.9% (n=41) were members of extended family.

The table further illustrates about ages of male children of the study participants. Among married women 17.0% (n=64) of the respondents were having no male child, followed by 20.5% (n=77) who were having up to 5 years male children, and 9.0% (n=34) of them were having male children between the age band of 6 to l0 years. Likewise, respondents having male children between the age group of 11 years to 15 years or more than 15 years were about 5% (n=20) each, respectively of the total number of married respondents.

In addition to that information about male children's ages, the table reveals the ages of the female children of the study respondents. 18.4% (n=69) of the respondents among married women were having no female child, 22.6% (n=75) were having female children up to 5 years, while 10.1% (n=38) of them were having female children between the age group of 6 to 10 years. Among married respondents who were having female children between the ages of 11 years to 15 years or more than 15 years were about 6.4% (n=24) of the total study respondents (see Table 4.2).

Table 4.3

Socio-demographic Characteristics (Area of Residence, Province of Residence, Personal and Family Income) of the Study Population (N = 376)

Variables	Categories	*F*	%
Area of Residence	Rural	108	28.7
	Urban	268	71.3
Province of Residence	Punjab	128	34.0
	KP	92	24.5
	Sindh	44	11.7
	Baluchistan	80	21.3
	Azad Kashmir	13	3.5
	Gilgit-Baltistan	19	5.1
Personal Income /month	< 20000	80	21.3
	20,000-30,000	130	34.6
	31,000-40,000	47	12.5
	41,000-50,000	8	2.1
	51,000-60,000	8	2.1
	60,0000+	8	2.1
Family Income/month	< 40,000	90	23.9
	41,000-50,000	109	29.0
	51,000-60,000	48	12.8
	61,000-70,000	37	9.8
	71,000-80,000	39	10.4
	80,000+	53	14.1

Table 4.3 is the last table of demographic data analysis (section-01) of the respondents' background characteristics which is concerning their area of residence, province of residence,

and respondent's personal and family income. Data regarding the area of the study respondents' shows that respondents of the current study belong to both; rural and urban areas of Pakistan. Among study participants, a vast majority of 71.3% (n=268) were from urban areas and respondents from rural areas were 28.7% (n=108) of the total sample.

To ensure the true representation of women from all over Pakistan, data were gathered from different areas/provinces. Moreover, out of 376 respondents, the majority of the respondents 34.0% (n=128) were from Punjab, followed by 24.5% (n=92) of them from Khyber Pakhtunkhwa-KP. Whereas, 21.3% (n=80) of the respondents were from Baluchistan. Similarly, 11.7% (n=44) of them belonged to Sindh province. The remaining 8.6% (n=32) of the study participants belonged to Azad Kashmir and Gilgit-Baltistan.

The information related to the respondent's monthly income reveals that among working people about 21.3% (n=80) were earning less than Rs.20,000 per month. Moreover, 34.6% (n=130) of the respondents were under the income category of Rs.20,000 to Rs.30,000 while those having income Rs.31,000 to Rs.40,000 were 12.5% (n=47) of the total working respondents. Whereas, only 6.3% (n=24) of the respondents were having an income between Rs.41,000 to Rs.60,000 and above per month. And respondents who were not employed e.g. students and housewives and having no personal monthly income were about 25% (n=95) of the total study respondents.

Further table indicates the respondent's family income per month. About 23.9% (n=90) of the respondent's family income falls in the income category of less than Rs.40,000, followed by 29.0% (n=109) were having income between Rs.41,000 - Rs.50,000, while 12.8% (n=48) belongs to the income category of Rs.51,000 - Rs.60,000, further about 20% (n=76) of the respondents fall in income category of Rs.61,000 - Rs.80,000. Among respondents there were about 14.1% (n=53) having family monthly income more than Rs.80,000 per month (see Table 4.3).

4.3 Descriptive Analysis of the Data (section two-02)

This section of the thesis focuses on all key findings related to major objectives and research questions. To describe and summarize the data, descriptive analysis with the help of measures of central tendency i.e. Mean=M and dispersion i.e. Standard Deviation=*SD* were used in this part along with the analysis of normalcy of the data distributed measured via skewness and kurtosis. This part of the chapter includes analysis based on respondents' perceptions generally regarding women status (15 statements), women equal status as of males (06 statements), and globalization influences on socio-economic and political spheres of Pakistan (15 statements). Further descriptive statistics summarizes the respondents' point of view particularly about globalization influences on women's empowerment in different domains i.e. at political (5 statements), economic (5 statements), social (5 statements), individual (5 statements), and family level (5 statements) in Pakistan. Descriptive statistics have been used to overview these properties. Kurtosis and Skewness explain the normalization of the data. Tables 4.4 through 4.11 show the results/ descriptive statistics of all variables.

Table 4.4

Descriptive analysis of women status (N =376)

	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Women are considered as second-class citizens/subordinates in Pakistan	4.06	1.052	-1.251	.126	.925	.251
Women are generally exploited based on gender	3.94	1.023	-1.254	.126	1.232	.251
Women are treated equally before the law	3.48	1.310	-.456	.126	-1.104	.251
Women have equal opportunity/ access to employment in the public or private sector	3.22	1.337	-.189	.126	-1.298	.251
Women have their true representation in administration and politics at various levels	3.35	1.358	-.342	.126	-1.167	.251
Women have the freedom to participate in all spheres of life & social activities	3.39	1.277	-.348	.126	-1.203	.251
Women have their own choice of marriage, education, career	3.06	1.433	.007	.126	-1.452	.251
Women have secure working environment	3.32	1.310	-.427	.126	-1.094	.251

Table 4.4 illustrates the respondents' opinion about "women status" in Pakistan. The women status measurement scale was designed to access the perceptions of the respondents on women status in different spheres (political, economic, civil, social, and cultural) of life in Pakistan and it contained 15 normative statements which have been divided into two tables i.e. Table 4.4 and Table 4.4 (continued). The current scale using 5 points Likert scale where a score of 5 indicates "Strongly Agree" and 1 shows the "Strongly Disagree" level of agreement of the respondents were derived.

For current data set results for the first statement "Women are considered as second-class citizens/ subordinate in Pakistan" shows (M= 4.06; SD= 1.052) that the mean of this question is greater than (>3), in other words, the frequency of answers: (strongly agree) and (agree) are more than (strongly disagree) and (disagree), so most respondents strongly agreed that women are considered as subordinate in Pakistan as mean score was found with highest mean rating 4.06 on 5 points Likert scale with SD of 1.052 shows less variation of the data from the mean of distributed data for the said variable as its suggested if SD value is below or around 1 than there is less variation of the data from mean. Data of the discussed variable are clustered closely around the mean so the result is more reliable and consistent. For the current variable data is normally distributed i.e. ($skew$.= -1.251; $Kurt$.= -.925) as skewness and kurtosis were taken the measures of normality analysis for the presented data and span of values for skewness and kurtosis are suggested as between -1.96 to +1.96 0r (< ±2) by experts (George & Mallery, 2010; Gravetter & Wallnau, 2014). So the normality analysis shows data is normally distributed as values are within the suggested range of the normal distribution of the data set. The data further shows that scores were approximately normally distributed for the entire data set (all statements of respondents' views regarding women status) regarding skewness and kurtosis.

Results for the second statement "Women are generally exploited based on gender" show (M=3.94; SD=1.023) that the mean of this question is greater than (>3), in other words, frequency of answers: (strongly agree) and (agree) are more than (strongly disagree) and (disagree), so most respondents strongly agreed that women are generally exploited in Pakistan as mean score was found with higher mean rating 3.94 on 5 points Likert scale with *SD* of 1.023.

The third statement of the table was "Women are treated equally before the law." The table indicates (M=3.48; SD=1.310) that the mean of this question is greater than (>3), in other words, the frequency of answers: (strongly agree) and (agree) are more than (strongly disagree) and (disagree), so most respondents strongly agreed that women are treated equally before law in Pakistan as mean score was found with high mean rating 3.48 on 5 points Likert scale with *SD* of 1.310.

The fourth statement of the table under discussion was "Women have equal opportunity/ access to employment in the public or private sector." Table reveal (M=3.22; SD=1.337) that the mean of this question is greater than (>3), in other words, the frequency of answers: (strongly agree) and (agree) are more than (strongly disagree) and (disagree), so most respondents strongly agreed that women have an equal opportunity/ access to employment in public or private sector in Pakistan as mean score was found with high mean rating 3.22 on 5 points Likert scale with *SD* of 1.337.

For the fifth statement of the matrix question "Women have their true representation in administration and politics at various levels," the table portrays (M=3.35; SD=1.358) that the mean of this question is greater than (>3), in other words, frequency of answers: (strongly agree) and (agree) are more than (strongly disagree) and (disagree), so most respondents strongly agreed that women have their true representation in administration and politics at

various levels in Pakistan as mean score was found with high mean rating 3.35 on 5 points Likert scale with *SD* of 1.358.

The sixth statement of the table was, "Women have the freedom to participate in all spheres of life & social activities", and data in the table illustrates (*M*=3.39; *SD*=1.277) that the mean of this question is greater than (>3), in other words, frequency of answers: (strongly agree) and (agree) are more than (strongly disagree) and (disagree), so most respondents strongly agreed that women have the freedom to participate in all spheres of life & social activities in Pakistan as mean score was found with high mean rating 3.39 on 5 points Likert scale with *SD* of 1.277.

The seventh statement was "Women have their own choice of marriage, education, and career." In explaining this result, it can be stated (*M*=3.06; *SD*=1.433) that the mean of this question is greater than (>3), in other words, the frequency of answers: (strongly agree) and (agree) are more than (strongly disagree) and (disagree), so most respondents strongly agreed that women have their own choice of marriage, education, and career in Pakistan as mean score was found with high mean rating 3.06 on 5 points Likert scale with *SD* of 1.433.

The last and eighth statement of the table under discussion was "Women have a secure working environment." Data indicates (*M*=3.32; *SD*=1.310) that the mean of this question is greater than (>3), in other words, the frequency of answers: (strongly agree) and (agree) are more than (strongly disagree) and (disagree), so most respondents strongly agreed that women have a secure working environment in Pakistan as mean score was found with high mean rating 3.32 on 5 points Likert scale with *SD* of 1.310 (see Table 4.4).

Table 4.4 (*Continued*)

Descriptive analysis of women status (N =376)

	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Women have their representation in legislatures.	3.04	1.370	.064	.126	-1.339	.251
Islam as a religion has provided ample status and opportunities to women for establishing themselves as an important part of the society	4.23	.851	-1.493	.126	2.864	.251
Social structures and institutions are impregnated with norms and values that discriminate against women.	3.71	1.236	-.709	.126	-.633	.251
The government is eliminating negative customary practices by increasing awareness of women about their fundamental rights.	3.78	1.083	-.785	.126	-.249	.251
The social and economic dependence of women in return ensures male supremacy in society.	3.95	1.130	-1.220	.126	.740	.251
Women themselves are not aware of the rights enshrined to them in Islam and by the state.	4.23	.994	-1.570	.126	2.095	.251
Women's educational and professional life and their status in society are at present more on increase due to the efficient and dedicated role played by them in different spheres of life	4.35	.790	-1.632	.126	3.630	.251

Table 4.4 (Continued) illustrates the respondents' opinion about "women status" in Pakistan. The women status measurement scale was designed to access the perceptions of the

respondents on women status in different spheres (political, economic, civil, social, and cultural) of life in Pakistan and it contained 15 normative statements which have been divided into two tables i.e. Table 4.4 having statements from one to eight (total 08) whereas Table 4.4 (continued) have statements under discussion from nine to fifteen (total 07). The current scale using a 5point Likert scale where a score of 5 indicate "Strongly Agree" and 1 shows the "Strongly Disagree" level of agreement of the respondents were derived.

For the current table, the ninth statement included was "Women have their representation in legislatures." Data show (M=3.04; SD=1.370) that the mean of this question is greater than (>3), in other words, the frequency of answers: (strongly agree) and (agree) are more than (strongly disagree) and (disagree), so most respondents strongly agreed that women have their representation in legislatures in Pakistan as mean score was found with high mean rating 3.04 on 5 points Likert scale with SD of 1.370 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent. The table data further shows that scores were approximately normally distributed for the entire data set (all statements of respondents' views regarding women status) regarding skewness and kurtosis.

Results for the tenth statement "Islam as a religion has provided ample status and opportunities to women for establishing themselves as an important part of the society" shows (M=4.23; SD=.851) that the mean of this question is greater than (>3), in other words, frequency of answers: (strongly agree) and (agree) are more than (strongly disagree) and (disagree), so most respondents strongly agreed that Islam as a religion has provided ample status and opportunities to women for establishing themselves as an important part of the society in Pakistan as mean score was found with highest mean rating 4.23 on 5 points Likert scale with SD of .851 shows less variation of the data from the mean of distributed data for the

said variable. Data of the discussed variable are clustered closely around the mean so the result is more reliable and consistent.

The eleventh statement of the table was "Social structures and institutions are impregnated with norms and values that discriminate against women." The table indicates (M=3.71; SD=1.236) that the mean of this question is greater than (>3), in other words, the frequency of answers: (strongly agree) and (agree) are more than (strongly disagree) and (disagree), so most respondents strongly agreed that social structures and institutions are impregnated with norms and values that discriminate against women in Pakistan as mean score was found with higher mean rating 3.71 on 5 points Likert scale with SD of 1.236 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean so the result is more reliable and consistent.

The twelfth statement of the table under discussion was "Government is eliminating negative customary practices by increasing awareness of women about their fundamental rights." Table reveal (M=3.78; SD=1.083) that the mean of this question is greater than (>3), in other words, the frequency of answers: (strongly agree) and (agree) are more than (strongly disagree) and (disagree), so most respondents strongly agreed that government is eliminating negative customary practices by increasing awareness of women about their fundamental rights in Pakistan as mean score was found with higher mean rating 3.78 on 5 points Likert scale with SD of 1.083 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean so the result is more reliable and consistent.

The thirteenth statement of the matrix, the question was "Social and economic dependence of women in returns ensure male supremacy in society," the table portrays (M=3.95; SD=1.130) that the mean of this question is greater than (>3), in other words, frequency of answers: (strongly agree) and (agree) are more than (strongly disagree) and (disagree), so most

respondents strongly agreed that social and economic dependence of women in returns ensure male supremacy in Pakistani society as mean score was found with higher mean rating 3.95 on 5 points Likert scale with *SD* of 1.130 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean so the result is more reliable and consistent.

The fourteenth statement of the table was, "Women themselves are not aware of the rights enshrined to them in Islam and by the state," and data in the table illustrates (*M*=4.23; *SD*=.994) that the mean of this question is greater than (>3), in other words, frequency of answers: (strongly agree) and (agree) are more than (strongly disagree) and (disagree), so most respondents strongly agreed that women themselves are not aware of the rights enshrined to them in Islam and by the state in Pakistan as mean score was found with highest mean rating 4.23 on 5 points Likert scale with *SD* of .994 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean so the result is more reliable and consistent.

The last and fifteenth statement of the table under discussion was "Women's educational and professional life and their status in society are at present more on increase due to efficient and dedicated role played by them in different spheres of life." Data indicates (*M*=4.35; *SD*=.790) that the mean of this question is greater than (>3), in other words, the frequency of answers: (strongly agree) and (agree) are more than (strongly disagree) and (disagree), so most respondents strongly agreed that women's educational and professional life and their status in society are at present more on increase due to the efficient and dedicated role played by them in different spheres of life in Pakistan as mean score was found with highest mean rating 4.35 on 5 point Likert scale with the lowest value of *SD* of .790 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are

clustered closely around the mean, so the result is more reliable and consistent (see Table 4.4 (continued)).

Table 4.5

Descriptive analysis of women equal status with men (N =376)

	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
women can get equal status as of males through government policies/interventions	3.67	1.264	-.707	.126	-.723	.251
women can get equal status as of males through creating and providing employment opportunities	4.35	.741	-1.537	.126	4.014	.251
women can get equal status as of males through creating and providing educational opportunities	4.50	.730	-2.012	.126	5.470	.251
women can get equal status as of males through seminars and workshops	3.87	1.027	-.795	.126	-.177	.251
women can get equal status as of males through media Propagation	4.23	.906	-1.457	.126	2.274	.251
women can get the equal status as of males through religious sermons	4.04	.993	-1.210	.126	1.299	.251

Table 4.5 explicates the respondents' opinion about "women equal status with men". Pakistan is normatively a male-dominated society, so respondents were asked that how women

can get equal status as males. This measurement scale of "women equal status with men" contained 06 normative statements. The current scale using a 5point Likert scale where a score of 5 indicate "Strongly Agree" and 1 show the "Strongly Disagree" level of agreement of the respondents were derived.

For current data set results for the first statement "women can get the equal status as of males through government policies/interventions", reveal (M=3.67; SD=1.264) that the mean of this question is greater than (>3), in other words, frequency of answers: (strongly agree) and (agree) is more than (strongly disagree) and (disagree), so most respondents strongly agreed that women can get the equal status as of males through government policies/interventions in Pakistan as mean score was found with higher mean rating 3.67 on 5 points Likert scale with *SD* of 1.264 shows less variation of the data from the mean of distributed data for the said variable as its suggested if *SD* value is below or around 1 than there is less variation of the data from mean. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent. For the current variable data is normally distributed i.e. (*skew.*= -.707; *Kurt.*= -.723) as skewness and kurtosis were taken the measures of normality analysis for the presented data and span of values for skewness and kurtosis are suggested as between -1.96 to +1.96 0r (< ±2) by experts. So, the normality analysis shows data is normally distributed as values are within the suggested range of the normal distribution of the data set. The data further shows that scores were approximately normally distributed for the entire data set (all statements) regarding skewness and kurtosis (except kurtosis value distribution of 2nd, 3rd, & 5th statements were leptokurtic) for respondents' views regarding "women equal status with men".

Results for the second statement "Women can get the equal status as of males through creating and providing employment opportunities" shows (M=4.35; SD=.741) that the mean of this question is greater than (>3), in other words, the frequency of answers: (strongly agree)

and (agree) are more than (strongly disagree) and (disagree), so most respondents strongly agreed that women can get the equal status as of males through creating and providing employment opportunities for them in Pakistan as mean score was found with highest mean rating 4.35 on 5 points Likert scale with *SD* of .741.

For the current table, the third statement included was "Women can get the equal status as of males through creating and providing educational opportunities." The table indicates (*M*=4.50; *SD*=.730) that the mean of this question is greater than (>3), in other words, the frequency of answers: (strongly agree) and (agree) are more than (strongly disagree) and (disagree), so most respondents strongly agreed that women can get the equal status as of males through creating and providing educational opportunities for them in Pakistan as mean score was found with highest mean rating 4.50 on 5 points Likert scale with *SD* of .730.

The fourth statement of the matrix, the question was "Women can get the equal status as of males through seminar and workshops," the table reveal (*M*=3.87; *SD*=1.027) that the mean of this question is greater than (>3), in other words, frequency of answers: (strongly agree) and (agree) are more than (strongly disagree) and (disagree), so most respondents strongly agreed that women can get the equal status as of males through seminar and workshops about their equal status in Pakistan as mean score was found with higher mean rating 3.87 on 5 points Likert scale with *SD* of 1.027.

The fifth statement of the table was, "Women can get the equal status as of males through media Propagation," and data in the table illustrates (*M*=4.23; *SD*=.906) that the mean of this question is greater than (>3), in other words, frequency of answers: (strongly agree) and (agree) are more than (strongly disagree) and (disagree), so most respondents strongly agreed that women can get the equal status as of males through media Propagation in Pakistan as mean score was found with highest mean rating 4.23 on 5 points Likert scale with *SD* of .906.

The last and sixth statement of the table under discussion was "Women can get the equal status as of males through religious sermons." Data indicates (M=4.04; SD=.993) that the mean of this question is greater than (>3), in other words, the frequency of answers: (strongly agree) and (agree) are more than (strongly disagree) and (disagree), so most respondents strongly agreed that women can get the equal status as of males through religious sermons in Pakistan as mean score was found with highest mean rating 4.04 on 5 points Likert scale with *SD* of .993 (see Table 4.5).

Table 4.6

Descriptive analysis of globalization (N =376)

	Mean	Std. Dev.	Skewness		Kurtosis	
			Statistic	Std. Error	Statistic	Std. Error
It is because of globalization that the world is fast shrinking	2.39	.636	-.564	.126	-.623	.251
Technological advancement has brought tremendous transformation in all fields of life	2.31	.547	.018	.126	-.629	.251
Media all over the world informs, entertains and educates the general public	2.31	.579	-.155	.126	-.598	.251
Trade, investment, &free market economy has emerged	2.30	.743	-.548	.126	-1.010	.251
Globalization has negative effects on Pakistan's governance and domestic institutions	2.13	.905	-.249	.126	-1.737	.251
Globalization has created a competitive and efficient environment in all fields of life in Pakistan	2.26	.645	-.062	.126	.037	.251
Most of the government decisions in Pakistan are imposed by international bodies/organizations i.e. IMF, WB, WTO etc.	2.33	.618	-.361	.126	-.660	.251
Economic globalization has increased educational attainment in the country	2.45	.622	-.686	.126	-.497	.251

Table 4.6 presents the respondents' opinion about globalization influences on Pakistan. Globalization is a process of interaction and integration among the people, this process has

effects on the environment, culture, political systems, economic development and prosperity, and human physical well-being in societies around the world. Keeping this context in view respondents were asked about has globalization dynamic influences on the socio-economic and political spheres of Pakistan. The globalization measurement scale was designed to access the degree to which women respondents adhere to its influences in different domains of everyday life in Pakistan and it contained 15 normative statements which have been divided into two tables i.e. Table 4.6 and Table 4.6 (continued). The current scale using 3 points Likert scale where score 1 indicates "Not at all" agreement and 3 shows "to a great extent" agreement level of respondents were derived.

For current data set results for the first statement "It is because of globalization that world is fast shrinking", shows (M= 2.39; SD= .636) that the mean of this question is greater than (>2), in other words, the frequency of answers: (to a great extent) and (to some extent) is more than (not at all), so most respondents were to great extent agreed that globalization is vastly shrinking the world around us as mean score is highest 2.39 on 3 points Likert scale with *SD* of .636 shows less variation of the data from the mean of distributed data for the said variable as its suggested if *SD* value is below or around 1 than there is less variation of the data from mean. Data of the discussed variable are clustered closely around the mean so the result is more reliable and consistent. For the current variable data is normally distributed i.e. (skew.= -.564; Kurt.= -.623) as skewness and kurtosis were taken the measures of normality analysis for the presented data and span of values for skewness and kurtosis are suggested as between -1.96 to +1.96 0r (< ±2) by experts. So the normality analysis shows data is normally distributed as values are within the suggested range of normal distribution of the data set. The data further shows that scores were approximately normally distributed for the entire data set regarding skewness and kurtosis for respondents views regarding globalization influences on Pakistan.

Results for the second statement "Technological advancement has brought tremendous transformation in all fields of life", shows (*M*= 2.31; *SD*= .547) that the mean of this question is greater than (>2), in other words, the frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that in this globalized era technological advancement has brought tremendous transformation in all fields of life in Pakistan as mean score is highest 2.31 on 3 points Likert scale with *SD* of .547.

The third statement of the table was "Media all over the world informs, entertains and educates the general public." The table indicates (*M*= 2.31; *SD*= .579) that the mean of this question is greater than (>2), in other words, the frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that media all over the world informs, entertains and educates the general public as well in Pakistan as mean score is highest 2.31 on 3 points Likert scale with *SD* of .579.

The fourth statement of the table under discussion was "Trade, investment, & free-market economy has emerged." Table reveal (*M*= 2.30; *SD*= .743) that the mean of this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that trade, investment, & free-market economy has emerged in Pakistan as mean score is highest 2.30 on 3 points Likert scale with *SD* of .743.

For the fifth statement of the matrix question "Globalization has negative effects on Pakistan's governance and domestic institutions", the table portrays (*M*= 2.13; *SD*= .905) that the mean of this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that globalization has negative effects on Pakistan's governance and domestic institutions as the mean score is higher 2.13 on 3 points Likert scale with *SD* of .905.

The sixth statement of the table was, "Globalization has created competitiveness and efficient environment in all fields of life in Pakistan", and data in the table illustrates (*M*= 2.26; *SD*= .645) that the mean of this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that globalization has created competitiveness and efficient environment in all fields of life in Pakistan as mean score is higher 2.26 on 3 points Likert scale with *SD* of .645.

The seventh statement was "Most of the government decisions in Pakistan are imposed by international bodies/organizations i.e. IMF, WB, WTO etc." In explaining this result, it can be stated (*M*= 2.33; *SD*= .618) that the mean of this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that most of the government decisions in Pakistan are imposed by international bodies/organizations i.e. IMF, WB, WTO etc. as mean score is highest 2.33 on 3 points Likert scale with *SD* of .618.

The last and eighth statement of the table under discussion was "Economic globalization has increased educational attainment in the country." Data indicates (*M*= 2.45; *SD*= .622) that the mean of this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that economic globalization has increased educational attainment in the country as mean score is highest 2.45 on 3 points Likert scale with *SD* of .622 (see Table 4.6).

Table 4.6 (Continued)

Descriptive analysis of globalization (N =376)

	Mean	Std. Dev.	Skewness		Kurtosis	
			Statistic	Std. Error	Statistic	Std. Error
Globalization, economic development and social progress are associated with each other	2.32	.535	.090	.126	-.703	.251
	2.32	.555	-.038	.126	-.647	.251
Globalization has spread materialistic lifestyles and attitudes among people	2.43	.624	-.628	.126	-.555	.251
Globalization widening the gap between the poor and the rich which resulting in socio-economic inequalities in Pakistan	2.26	.755	-.460	.126	-1.116	.251
Due to globalization human resources mobility (inside/outside country) has increased in Pakistan	2.42	.673	-.738	.126	-.570	.251
Globalization has increased the production of goods and services in different sectors i.e. health, education, agriculture, transportation, communication etc.	2.43	.624	-.610	.126	-.569	.251
Globalization has promoted in Pakistan certain global common values such as equality, human rights, justice, democracy etc.	2.36	.768	-.728	.126	-.940	.251

Table 4.6 (Continued) illustrates the respondents' opinion about "globalization influences on Pakistan". Respondents were asked about the globalization dynamic influences on socio-economic and political spheres of Pakistan. The globalization measurement scale was designed to access the degree to which women respondents adhere to its influences in different domains of everyday life in Pakistan and it contained 15 normative statements which have been divided into two tables i.e. Table 4.6 having statements from one to eight (total 08) whereas Table 4.6 (continued) have statements under discussion from nine to fifteen (total 07). The current scale using 3 points Likert scale where score 1 indicates "Not at all" agreement and 3 shows "to a great extent" agreement level of respondents were derived.

For current table 4.6 (continued) the ninth statement included was "Globalization, economic development and social progress are associated with each other." Data show (M= 2.32; SD= .535) that the mean of this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that globalization, economic development and social progress are associated with each other as the mean score is highest 2.32 on 3 points Likert scale with SD of .535 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean so the result is more reliable and consistent. The table data further shows that scores were approximately normally distributed for the entire data set (all statements) regarding skewness and kurtosis for respondents' views regarding globalization influences on Pakistan.

Results for the tenth statement "Due to globalization trendy culture, different languages, and western ideas becoming popular in Pakistan," shows (M= 2.32; SD= .555) that the mean of this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that due to globalization trendy culture, different languages, and western ideas are becoming

popular in Pakistan as mean score is highest 2.32 on 3 point Likert scale with *SD* of .555 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean so the result is more reliable and consistent.

The eleventh statement of the table was "Globalization has spread materialistic lifestyle and attitudes among people." The table indicates (*M*= 2.43; *SD*= .624) that the mean of this question is greater than (>2), in other words, the frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that globalization has spread materialistic life-style and attitudes among people in Pakistan as mean score is highest 2.43 on 3 points Likert scale with *SD* of .624 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent.

The twelfth statement of the table under discussion was "Globalization widening the gap between the poor and the rich which resulting in socio-economic inequalities in Pakistan." Table reveal (*M*= 2.26; *SD*= .755) that the mean of this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that globalization widening the gap between the poor and the rich which resulting in socio-economic inequalities in Pakistan as mean score is higher 2.26 on 3 points Likert scale with *SD* of .755 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent.

The thirteenth statement of the matrix question was "Due to globalization human resources mobility (inside/outside country) has increased of Pakistan," the table portrays (*M*= 2.42; *SD*= .673) that the mean of this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to

great extent agreed that due to globalization human resources mobility (inside/outside country) has increased of Pakistan as mean score is highest 2.42 on 3 point Likert scale with *SD* of .673 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean so the result is more reliable and consistent.

The fourteenth statement of the table was, "Globalization has increased production of goods and services in different sectors i.e. health, education, agriculture, transportation, communication etc.," and data in the table illustrates (*M*= 2.43; *SD*= .624) that mean of this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that globalization has increased production of goods and services in different sectors i.e. health, education, agriculture, transportation, communication etc. of Pakistan as mean score is highest 2.43 on 3 points Likert scale with *SD* of .624 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean so the result is more reliable and consistent.

The last and fifteenth statement of the table under discussion was "Globalization has promoted in Pakistan certain global common values such as equality, human rights, justice, democracy etc." Data indicates (*M*= 2.36; *SD*= .768) that the mean of this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that globalization has promoted in Pakistan certain global common values such as equality, human rights, justice, democracy etc. as mean score is highest 2.36 on 3 points Likert scale with *SD* of .768 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent (see Table 4.6 (continued)).

4.3.1 Role of Globalization in Empowering Women in Pakistan

In the current study, an emphasis has been made to explore and measure the role of globalization in women's empowerment so different questions related to various aspects of women's empowerment were asked to meet this objective. A comprehensive analysis is being made to discuss the role of globalization in empowering Pakistani women for developing a reliable synthesis. Descriptive statistics summarize the respondents' point of view particularly about empowerment as a variable which was operationalized into five domains i.e. at political (5 statements), economic (5 statements), social (5 statements), individual (5 statements), and family level (5 statements) in Pakistan. Following parts of the chapter is a representation of data of this very area of the study analysis.

Table 4.7

Descriptive analysis of women political empowerment (N =376)

	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Pakistan being a signatory of formal international treaties enhances avenues for women's knowledge of political systems	2.52	.624	-.933	.126	-.168	.251
Awareness of human rights enhances women's domestic support for their political participation	2.41	.604	-.478	.126	-.645	.251
Socio-political movements help women to exercise their right to vote	2.42	.541	-.137	.126	-1.066	.251
Unions/activists group formation enhances women's participation in the community-level decision-making process as well as strengthening their leadership position	2.38	.612	-.437	.126	-.654	.251
Efforts for removal of inequality, oppression, and discrimination enhance women's chance of getting affiliated with some political party/group	2.30	.651	-.394	.126	-.726	.251

Table 4.7 discusses the respondent's views about the role of globalization in different areas of political empowerment of women in Pakistan. The situation of women regarding political participation in Pakistan has remained limited in scope. Pakistan's history reveals that women

came into politics with the limited power of decision making via reserved seats through indirect elections till the last two decades which shows the low status of women in the society. However, the scenario has been changed during the last twenty years for women political participation at the national and local levels. In such a scenario the table under discussion demonstrates the opinions of study respondents about those areas of political empowerment for women in which globalization has influenced through its different indicators in Pakistan. The study participants were asked that does global democratic politics have any influence on women's political empowerment in Pakistan. To assess this area of women's empowerment respondents were asked about five statements (05) to measure their opinion regarding the role of globalization in different aspects of political empowerment of women in Pakistani society. The current scale using a 3point Likert scale where score 1 indicates "Not at all" agreement and 3 shows "to a great extent" agreement level of respondents were derived.

Among these areas the first was "Pakistan being a signatory of formal international treaties enhances avenues for women's knowledge of political systems," in response to which data show (M= 2.52; SD= .624) that the mean of this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that Pakistan being a signatory of formal international treaties enhances avenues for women's knowledge of political systems as mean score is highest 2.52 on 3 points Likert scale with SD of .624 shows less variation of the data from the mean of distributed data for the said variable as its suggested if SD value is below or around 1 than there is less variation of the data from mean. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent. For the current variable data is normally distributed i.e. ($skew.$= -.933; $Kurt.$= -.168) as skewness and kurtosis were taken the measures of normality analysis for the presented data and span of values for skewness and kurtosis are suggested as between -1.96 to +1.96 0r (< ±2) by experts. So the normality analysis

shows data is normally distributed as values are within the suggested range of the normal distribution of the data set. The data further shows that scores were approximately normally distributed for the entire data set regarding skewness and kurtosis for respondents' views regarding globalization influences on women's empowerment in the political sphere of Pakistan.

The second statement of the table was "Awareness of human rights enhances women's domestic support for their political participation." The analysis shows (M= 2.41; SD= .604) that the mean of this question is greater than (>2), in other words, the frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that awareness of human rights enhances women's domestic support for their political participation in Pakistan as mean score is highest 2.41 on 3 points Likert scale with SD of .604 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean so the result is more reliable and consistent.

The third statement of the table under discussion was "Socio-political movements help women to exercise their right to vote." Results of data explaining (M= 2.42; SD= .541) that mean of this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that socio-political movements help women to exercise their right to vote in Pakistan as mean score is highest 2.42 on 3 points Likert scale with SD of .541 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent.

The fourth statement of the table was "Unions/activists group formation enhances women's participation in the community-level decision-making process as well strengthening their leadership position." The table indicates (M= 2.38; SD= .612) that the mean of this question

is greater than (>2), in other words, the frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that unions/activists group formation enhances women's participation in the community-level decision-making process as well strengthening their leadership position in Pakistan as mean score is highest 2.38 on 3 points Likert scale with *SD* of .612 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent.

The last and fifth statement of the table under discussion was "Efforts for removal of inequality, oppression, and discrimination enhance women's chance of getting affiliated with some political party/group." Data shows (*M*= 2.30; *SD*= .651) that the mean of this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that efforts for removal of inequality, oppression, and discrimination enhance women's chance of getting affiliated with some political party/group in Pakistan as mean score is highest 2.30 on 3 points Likert scale with *SD* of .651 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean so the result is more reliable and consistent (see Table 4.7).

Table 4.8

Descriptive analysis of economic empowerment of women (N =376)

	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Paid job opportunities enhance women's access/control over family resources (i.e. income, household budget)	2.28	.575	-.104	.126	-.531	.251
Due to MNCs (Multi-National Corporations) women's access to employment opportunities enhances	2.44	.674	-.798	.126	-.506	.251
Migration to urban hubs enhances women's economic contribution to family support	2.29	.565	-.068	.126	-.554	.251
A competitive work environment enhances women's ability to make small or large purchases independently	2.23	.706	-.361	.126	-.954	.251
Free trade zone/open market access has enhanced women's ability as entrepreneurs to start up their own businesses/enterprises	2.27	.587	-.137	.126	-.517	.251

Table 4.8 discusses the respondent's views about the role of globalization in different areas of economic empowerment of women in Pakistan. Globalization through its different economic indicators has inherent benefits that it could cater to widely dispersed segments of any society

with a special focus on women. Therefore, this study has an especial focus on how through economic indicators globalization is playing its part to enable women to realize their rights and responsibilities and how they could make themselves productive for their families and society. United Nations development goals have a major emphasis on women's empowerment however, in Pakistan females are at the bottom ends regarding economy e.g. income generation, availability and access to income-based activities. If women will be economically empowered, they can be in a better position to encounter developmental challenges like overpopulation, poverty, unemployment, inflation, poor family health & education etc. However, gradually Pakistan is showing progress in women increased contribution in different professional fields such as, banking, teaching, medicine, national and international organizations, forces, business etc. but still their progress is low regarding the development of mental and physical capabilities through which they can meaningfully utilize to uplift their socio-economic status as compared to their male counterparts.

In such a scenario the table under discussion demonstrates the opinions of study respondents about those areas of economic empowerment in which globalization has contributed through its different indicators for empowering Pakistani women economically. The study participants were asked that do they think access to employment or engagement in other productive activities as a result of global flows of trade and investment is creating opportunities to empower women economically in Pakistan. To assess this area of women's empowerment respondents were asked about five statements (05) to measure their opinion regarding the role of globalization in different aspects of economic empowerment of women in Pakistani society. The current scale using a 3point Likert scale where score 1 indicates "Not at all" agreement and 3 shows "to a great extent" agreement level of respondents were derived.

Among these areas the first was "Paid job opportunities to enhance women's access/control over family resources (i.e. income, household budget)," in response to which data show (M=

2.28; *SD*= .575) that the mean of this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that paid job opportunities enhance women's access/control over family resources (i.e. income, household budget) in Pakistan as mean score is higher 2.28 on 3 points Likert scale with *SD* of .575 shows less variation of the data from the mean of distributed data for the said variable as its suggested if *SD* value is below or around 1 than there is less variation of the data from mean. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent. For the current variable data is normally distributed i.e. (*skew.*= -.104; *Kurt.*= -.531) as skewness and kurtosis were taken the measures of normality analysis for the presented data and span of values for skewness and kurtosis are suggested as between -1.96 to +1.96 0r (< ±2) by experts. So the normality analysis shows data is normally distributed as values are within the suggested range of the normal distribution of the data set. The data further shows that scores were approximately normally distributed for the entire data set regarding skewness and kurtosis for respondents' views regarding globalization influences on women's empowerment in the economic domain of Pakistan.

The second statement of the table was "Due to MNCs (Multi-National Corporations) women's access to employment opportunities enhances." The analysis shows (*M*= 2.44; *SD*= .674) that the mean of this question is greater than (>2), in other words, the frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that due to MNCs (Multi-National Corporations) women's access to employment opportunities enhances in Pakistan as mean score is highest 2.44 on 3 point Likert scale with *SD* of .674 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean so the result is more reliable and consistent.

The third statement of the table under discussion was "Migration to urban hubs enhances women's economic contribution to family support." Results of data explaining (*M*= 2.29*; SD*= .565) that mean of this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that migration to urban hubs enhances women's economic contribution to family support in Pakistan as mean score is higher 2.29 on 3 points Likert scale with *SD* of .565 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent.

The fourth statement of the table was "Competitive work environment enhances women's ability to make small or large purchases independently." The table indicates (*M*= 2.23*; SD*= .706) that the mean of this question is greater than (>2), in other words, the frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that competitive work environment enhances women's ability to make small or large purchases independently in Pakistan as mean score is higher 2.23 on 3 points Likert scale with *SD* of .706 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent.

The last and fifth statement of the table under discussion was "Free trade zone/open market access has enhanced women's ability as entrepreneurs to start up their businesses/enterprises." Data shows (*M*= 2.27*; SD*= .587) that the mean of this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that free trade zone/open market access has enhanced women's ability as entrepreneurs to start up their businesses/enterprises in Pakistan as mean score is higher 2.27 on 3 points Likert scale with *SD* of .587 shows less variation of

the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent (see Table 4.8).

Table 4.9

Descriptive analysis of the social status of women (N =376)

	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Due to changing gender roles at global level women in Pakistan becomes more prestigious and receive attention/ respect from others	2.24	.806	-.473	.126	-1.305	.251
Easy access to transportation enhances women's freedom of mobility/ movement (i.e. access to market etc.)	2.07	.814	-.128	.126	-1.478	.251
Information communication technologies-ICTs (i.e. TV, Internet, Social Media etc.) enhances women's positive image in society	2.07	.867	-.134	.126	-1.661	.251
Diffusion of cultural traits enhances women's participation in social activities at community level (i.e. marriages, eid, mela etc)	2.35	.541	-.005	.126	-.849	.251
Dual earner system enhances women's ability to avail basic facilities of life (i.e. health care, education etc)	2.56	.558	-.777	.126	-.440	.251

Table 4.9 discusses the respondent's perceptions about the role of globalization in different areas of social empowerment of women in Pakistan. In a country like Pakistan where women are culturally considered as second-class citizens, who are responsible for childbearing and rearing along with other domestic chores nothing can change their fate without continuous efforts and struggle. But it is a fact too, in Pakistan now women are trying and have been seen on the social spectrum of the country as they have earned respect in many male specified fields. No doubt, culturally, it is assumed that women's place is at home and males are the breadwinners but an increase in employment and educational opportunities along with outer world exposure is gradually enhancing women status and placing them on equal footing with the males in society. Globalization with its political, economic, and cultural indicators playing an important role in the eradication of imbalances for women in any society and awarding them with their due social representation in both public and private spheres of life.

In such a scenario the table under discussion demonstrates the opinions of study respondents about those areas of social empowerment in which globalization has contributed through its different indicators for empowering Pakistani women socially. The study participants were asked that do they think globalization has contributed to improving the social status of women in the patriarchal Pakistani society. To assess this area of women's empowerment respondents were asked about five statements (05) to measure their opinion regarding the role of globalization in different aspects of social empowerment of women in Pakistani society. The current scale using a 3point Likert scale where score 1 indicates "Not at all" agreement and 3 shows "to a great extent" agreement level of respondents were derived.

Among these areas the first was "Due to changing gender roles at global level women in Pakistan becomes more prestigious and receive attention/ respect from others," in response to which data show (M= 2.24; SD= .806) that mean of this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all),

so most respondents were to great extent agreed that due to changing gender roles at global level women in Pakistan becomes more prestigious and receive attention/ respect from others as mean score is higher 2.24 on 3 point Likert scale with *SD* of .806 shows less variation of the data from the mean of distributed data for the said variable as its suggested if *SD* value is below or around 1 than there is less variation of the data from mean. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent. For the current variable data is normally distributed i.e. (*skew.*= -.473; *Kurt.*= -1.305) as skewness and kurtosis were taken the measures of normality analysis for the presented data and span of values for skewness and kurtosis are suggested as between -1.96 to +1.96 0r (< ±2) by experts. So the normality analysis shows data is normally distributed as values are within the suggested range of the normal distribution of the data set. The data further shows that scores were approximately normally distributed for the entire data set regarding skewness and kurtosis for respondents' views regarding globalization influences on women social empowerment in Pakistan.

The second statement of the table was "Easy access of transportation enhances women's freedom of mobility/ movement i.e. access to market etc." The analysis shows (*M*= 2.07; *SD*= .814) that the mean of this question is greater than (>2), in other words, the frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that easy access of transportation enhances women's freedom of mobility/ movement i.e. access to market etc. in Pakistan as mean score is higher 2.07 on 3 points Likert scale with *SD* of .814 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent.

The third statement of the table under discussion was "Information communication technologies-ICTs i.e. TV, Internet, Social Media etc. enhances women's positive image in society." Results of data explaining (*M*= 2.07; *SD*= .867) that mean of this question is greater

than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that information communication technologies-ICTs (i.e. TV, Internet, Social Media etc.) enhances women's positive image in Pakistani society as mean score is higher 2.07 on 3 points Likert scale with *SD* of .867 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent.

The fourth statement of the table was "Diffusion of cultural traits enhances women's participation in social activities at community level i.e. marriages, eid, mela etc." The table indicates (*M*= 2.35; *SD*= .541) that the mean of this question is greater than (>2), in other words, the frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that diffusion of cultural traits enhances women's participation in social activities at the community level (i.e. marriages, eid, mela etc.) in Pakistan as mean score is highest 2.35 on 3 points Likert scale with *SD* of .541 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent.

The last and fifth statement of the table under discussion was "Dual earner system enhances women's ability to avail basic facilities of life i.e. health care, education etc." Data shows (*M*= 2.56; *SD*= .558) that mean of this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that dual-earner system enhances women's ability to avail basic facilities of life (i.e. health care, education etc.) in Pakistan as mean score is highest 2.56 on 3 points Likert scale with *SD* of .558 shows less variation of the data from the mean of distributed

data for the said variable. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent (see Table 4.9).

Table 4.10

Descriptive analysis of women's autonomy (N =376)

	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Access to higher education gives women their own identity as an independent individual	2.39	.550	-.129	.126	-.906	.251
Modernization/western lifestyle enhances women's self-confidence	2.24	.601	-.160	.126	-.519	.251
Professional training and management practices enhance women's self-efficiency (i.e. improvement in the outcome of different tasks)	2.25	.486	.509	.126	-.319	.251
Global interaction in form of transnational NGOs/ Networks/ Organizations enhances women's self-esteem (i.e. feeling & expression of pride & value in their work)	2.39	.609	-.453	.126	-.650	.251
Improvement in women status enhances women's ability to better perform different social roles (i.e. mother, sister, daughter, wife, employee, community member)	2.37	.551	-.106	.126	-.853	.251

Table 4.10 shows the respondents opinion about the influences of globalization on women's autonomy. Globalization has a critical input not only in human resource development but for the social stability and the wellbeing of the individuals. It is widening the horizon of women's exposures and their experiences and equipping them with skills which in return enhances their personalities with qualities of self-confidence, self-esteem, self-efficiency, and enable them to be independent individuals of the society. Pakistan where being remained with subordinate status women don't have their identity in society, it is because of globalization being a significant tool for influencing women with individual-level empowerment playing a vital role for creating awareness, skills, and confidence among women. Over time, it has been observed that higher education, exposure and experience of the outer world plays a role of a catalyst in bringing women's autonomy in Pakistan by dismantling for women those socio-cultural norms and practices which devalue, disempower, and dispossess them in society. If women will be strengthened and valuable they can contribute to the economy, take and participate in decisions at different levels from family to national. They would be able to reduce the level of their vulnerability, dependency, passivity, and can be the central focus rather than remains on peripheral sides in a society. For the current research study women, autonomy is one among five indicators through which women's empowerment has been assessed.

In such a scenario the table under discussion demonstrates the opinions of study respondents about those areas of women autonomy in which globalization influences through its different indicators. The study participants were asked whether globalization has enhanced women autonomy in Pakistan. To assess this area of women's empowerment respondents were asked about five statements (05) to measure their opinion regarding the role of globalization in different aspects of individual-level empowerment of women in Pakistani society. The current scale using a 3point Likert scale where score 1 indicates "Not at all" agreement and 3 shows "to a great extent" agreement level of respondents were derived.

Among these areas the first was "Access to higher education gives women their own identity as an independent individual," in response to which data show (*M*= 2.39; *SD*= .550) that the mean of this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that access to higher education gives women their own identity as an independent individual in Pakistan as mean score is highest 2.39 on 3 points Likert scale with *SD* of .550 shows less variation of the data from the mean of distributed data for the said variable as its suggested if *SD* value is below or around 1 than there is less variation of the data from mean. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent. For the current variable data is normally distributed i.e. (*skew.*= -.129; *Kurt.*= -.906) as skewness and kurtosis were taken the measures of normality analysis for the presented data and span of values for skewness and kurtosis are suggested as between -1.96 to +1.96 0r (< ±2) by experts. So the normality analysis shows data is normally distributed as values are within the suggested range of normal distribution of the data set. The data further shows that scores were approximately normally distributed for the entire data set regarding skewness and kurtosis for respondents' views regarding globalization influences on women social empowerment in Pakistan.

The second statement of the table was "Modernization/western lifestyle enhances women's self-confidence." The analysis shows (*M*= 2.24; *SD*= .601) that the mean of this question is greater than (>2), in other words, the frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that modernization/western lifestyle enhances women's self-confidence in Pakistan as mean score is higher 2.24 on 3 points Likert scale with *SD* of .601 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent.

The third statement of the table under discussion was "Professional training and management practices enhances women's self-efficiency i.e. improvement in the outcome of different tasks." Results of data explaining (M= 2.25; SD= .486) that mean of this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that professional training and management practices enhance women's self-efficiency (i.e. improvement in the outcome of different tasks) in Pakistani society as mean score is higher 2.25 on 3 points Likert scale with SD of .486 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean so the result is more reliable and consistent.

The fourth statement of the table was "Global interaction in form of transnational NGOs/ Networks/ Organizations enhances women's self-esteem i.e. feeling & expression of pride & value in their work." The table indicates (M= 2.39; SD= .609) that the mean of this question is greater than (>2), in other words, the frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that global interaction in form of transnational NGOs/ Networks/ Organizations enhances women's self-esteem (i.e. feeling & expression of pride & value in their work) in Pakistan as mean score is highest 2.39 on 3 points Likert scale with SD of .609 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean so the result is more reliable and consistent.

The last and fifth statement of the table under discussion was "Improvement in women status enhances women's ability to better perform different social roles i.e. mother, sister, daughter, wife, employee, community member." Data shows (M= 2.37; SD= .551) that the mean of this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that

improvement in women status enhances women's ability to better perform different social roles (i.e. mother, sister, daughter, wife, employee, community member) in Pakistan as mean score is highest 2.37 on 3 points Likert scale with *SD* of .551 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent (see Table 4.10).

Table 4.11

Descriptive analysis of women status and role in the family (N =376)

	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
The nuclear family system enhances women's participation in domestic decision making	2.21	.671	-.279	.126	-.807	.251
Cross-cultural marriages enhance women's ability to avoid domestic conflicts	2.06	1.011	2.442	.126	22.991	.251
Changing socialization patterns decreases chances of gender-based discrimination against women within the family	2.33	.595	-.260	.126	-.641	.251
Global exposure via media increases women chance of right to choice for selection of their spouse as well as of their number of children	2.20	.758	.010	.126	.389	.251
Education and improved parent-children communication enhances women's ability to deal with routine matters/issues of children (i.e. behavior, health, schooling)	2.45	.524	-.086	.126	-1.370	.251

Table 4.11 shows the respondents opinion about the influences of globalization on women status within a family. Now globalization via technology and improved system of transportation makes it easy for families to be intact and in touch even for miles of distances

away family members across the world anywhere. This further makes convenient of the women's mobility too as compare to past if it's for studies or employment purposes. Such aspects of globalization are considered as the greatest investment for the full promotion and improvement of women status by any nation. It does not only improve the living standards of women but also makes them able to move and advance in different fields of human endeavours. This individual-level empowerment of women enables them to be empowered themselves in any other domain of empowerment i.e. social, economic, political, or even at the family level. For many developing nations, globalization has led to an improvement in the standard of living through improved health care, and improved education due to the global expansion of corporations that playing a significant role in female involvement at the family level activities to the societal level which in returns enhances their status not only within the family but also at the country level. Higher education, employment opportunities, exposure, and skills enhanced their confidence in themselves to deal with their family matters positively. They contribute effectively to the family's decisions, routine matters of family members, family conflicts, and more importantly bringing up a new generation with progressive minds. Generally, it has been observed that educated and skilled women are more likely to involve my family members in any issue related to the family. They have a say for solutions to such matters particularly related to children and other family matters.

In such a scenario the table under discussion demonstrates the opinions of study respondents about those areas of improvement of women status within the family in which globalization influences through its different indicators. The study participants were asked about that do they think globalization at the cultural level has influence women status and roles within the family in Pakistan. To assess this area of women's empowerment respondents were asked about five statements (05) to measure their opinion regarding influences of globalization on different aspects of women status and roles in the family in Pakistani society. The current scale using a

3point Likert scale where score 1 indicates "Not at all" agreement and 3 shows "to a great extent" agreement level of respondents were derived.

Among these areas the first was "Nuclear family system enhances women's participation in domestic decision making," in response to which data show (M= 2.21; SD= .671) that the mean of this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were too great extent agreed that nuclear family system enhances women's participation in domestic decision making in Pakistan as mean score is higher 2.21 on 3 points Likert scale with *SD* of .671 shows less variation of the data from the mean of distributed data for the said variable as its suggested if *SD* value is below or around 1 than there is less variation of the data from mean. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent. For the current variable data is normally distributed i.e. (*skew.*= -.279; *Kurt.*= -.807) as skewness and kurtosis were taken the measures of normality analysis for the presented data and span of values for skewness and kurtosis are suggested as between -1.96 to +1.96 0r (< ±2) by experts. So, the normality analysis shows data is normally distributed as values are within the suggested range of the normal distribution of the data set. The data further shows that scores were approximately normally distributed for the entire data set (all statements) regarding skewness and kurtosis (except kurtosis value distribution of 2nd statement was leptokurtic) for respondents' views regarding "influences of globalization on women status within a family".

The second statement of the table was "Cross-cultural marriages enhance women's ability to avoid domestic conflicts." The analysis shows (M= 2.06; SD= 1.011) that the mean of this question is greater than (>2), in other words, the frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that cross-cultural marriages enhance women's ability to avoid domestic conflicts in Pakistan as mean score is higher 2.06 on 3 points Likert scale with *SD* of 1.011 shows less variation of the

data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent.

The third statement of the table under discussion was "Changing socialization patterns decreases chances of gender-based discrimination against women within the family." Results of data explaining (*M*= 2.33; *SD*= .595) that mean of this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that changing socialization patterns decreases chances of gender-based discrimination against women within a family in Pakistani society as mean score is highest 2.33 on 3 points Likert scale with *SD* of .595 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent.

The fourth statement of the table was "Global exposure via media increases women chance of right to choose for selection of their spouse as well as of their number of children." The table indicates (*M*= 2.20; *SD*= .758) that the mean of this question is greater than (>2), in other words, the frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that global exposure via media increases women chance of right to choice for selection of their spouse as well as of their number of children in Pakistan as mean score is higher 2.20 on 3 points Likert scale with *SD* of .758 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent.

The last and fifth statement of the table under discussion was "Education and improved parent-children communication enhance women's ability to deal with routine matters/issues of children i.e. behaviour, health, schooling." Data shows (*M*= 2.45; *SD*= .524) that the mean of

this question is greater than (>2), in other words, frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so most respondents were to great extent agreed that education and improved parent-children communication enhances women's ability to deal with routine matters/issues of children (i.e. behaviour, health, schooling) in Pakistan as mean score is highest 2.45 on 3 points Likert scale with *SD* of .524 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean, so the result is more reliable and consistent (see Table 4.11).

4.4 Inferential Statistical analysis of the Data (section three-03)

This final section of the chapter includes inferential statistics of the data by using correlation analysis and regression which helps in i. the estimation of a parameter(s) and ii. testing of statistical hypotheses. At this level for the validity of data collected is using statistics to calculate correlations between different variables i.e. women status, equality with men, globalization, political empowerment, economic empowerment, socio-cultural level empowerment, individual and at family level empowerment of women to find the relations and measure the strength of that. A Pearson R correlational analysis was performed and statistically significant correlations were evaluated. Further, using simple linear regression analysis with dependent and independent variables identified consistent with the nomological net from the theory as study results indicated that globalization positively predicted women's empowerment in different domains in Pakistan. The inferential statistical analysis assessed the hypothetical propositions derived by this study by specifying linkages and interrelationships among and between study constructs. Broadly these developed conceptual hypotheses of the current study included identification of an association between globalization as the independent variable with women's empowerment as a dependent variable assessed through its five major domains including political, economic, social, individual autonomy, and women's empowerment at the family level in Pakistan. The simple linear regression analysis of the data shows that a vast

majority of the respondents were having a high level of empowerment. These findings strongly support the hypothesis that globalization strongly influences the status of women's empowerment in a supportive way in Pakistan. Tables 4.12 through 4.17 show the results of inferential Statistical analysis of the Data.

Table 4.12

Pearson R correlational analysis of Study Variables (N =376)

Variables	1	2	3	4	5	6	7	8
1. Women Status	1							
2. Eq w Men	.37**	1						
3. Globalization	.53**	.41**	1					
4. Pol. Emp.	.36**	.27**	.49**	1				
5. Eco. Emp.	.39**	.34**	.55**	.49**	1			
6. SSW	.44**	.36**	.49**	.41**	.56**	1		
7. WA	.44**	.27**	.45**	.46**	.57**	.54**	1	
8. R in F	.40**	.28**	.42**	.44**	.44**	.51**	.48**	1

Note. Eq w Men = equality with men; Pol. Emp. = political empowerment; Eco. Emp. = economic empowerment; SSW = social status of women; WA = women autonomy; R in F = women status & role in family.

*p<.05; **p<.001

Table 4.12 reports Pearson R Correlation analysis. Results show the statistical relationship among study variables includes women status, equality with men, globalization, political empowerment, economic empowerment, social status of women, women autonomy and women role in the family. As the R values for all eight (08) constructs are between -1 and +1, it shows a significant relationship as well all values are positive too.

There is a statistically significant relationship (r= .37, p<.001) between the equality of women with men and women status. The data yielded a positive correlation (r= .53, p<.001) between globalization and women status and (r= .41, p<.001) for globalization and equality of women with men. Yet it has been observed that there is a statistically significant and positive relationship (r= .36, p<.001) between political empowerment of women and women status, and (r= .27, p<.001) between political empowerment of women and equality of women with men, further (r= .49, p<.001) between political empowerment of women and globalization.

Moreover, data indicated that there is a statistically significant correlation (r= .39, p<.001) between economic empowerment of women and women status, and (r= .34, p<.001) between economic empowerment of women and equality of women with men, next (r= .55, p<.001) between economic empowerment of women and globalization, and lastly (r= .49, p<.001) between economic and political empowerment of women. The relationship of the social status of women-SSW with other study constructs is also evident by the results as table 4.13 indicating positive correlation (r= .44, p<.001) between SSW and women status, and (r= .36, p<.001) between the social status of women and equality of women with men, further (r= .49, p<.001) between the social status of women and globalization, next (r= .41, p<.001) between SSW and political empowerment of women, lastly (r= .56, p<.001) between social and economic empowerment of women in Pakistan.

Similarly, data portrays a positive correlation (r= .44, p<.001) between women autonomy-WA and women status, and (r= .27, p<.001) between women autonomy and equal status of women with men, further (r= .45, p<.001) between women autonomy and globalization, next (r= .46, p<.001) between women autonomy and political empowerment of women, next to that was (r= .57, p<.001) between women autonomy and economic empowerment of women, and lastly (r= .54, p<.001) between women autonomy and social empowerment of women in Pakistan. Results for the last construct also correlated significantly as (r= .40, p<.001) between role and status of women in family-R in F and women status in general, and (r= .28, p<.001) between role and status of women in family and equality of women with men, further (r= .42, p<.001) between role and status of women in family and globalization, next (r= .44, p<.001) between role and status of women in family and political empowerment of women, next to that was (r= .44, p<.001) between role and status of women in the family and economic empowerment of women, second last was (r= .51, p<.001) between role and status of women

in the family and social empowerment of women, and lastly (r= .48, p<.001) between role and status of women in family and women autonomy in Pakistan.

So, it can be concluded that the correlation values for normalized data in table 4.13 describe how stable the main dependent and independent variables are of the present study. The findings indicated that all study variables are significantly and positively associated with each other (p<.001). The results confirm the endorsement of globalization influences on women's empowerment in Pakistan as there is almost certainly a true relationship between variables under study. Table 4.12 shows details.

Table 4.13

Simple linear Regression for the effect of Globalization on Women Political Empowerment

Variable	B	95% CI	B	T	P
Constant	5.61	[4.43, 6.79]		9.33	<.001
Globalization	.18	[.15, .22]	.49	10.81	<.001
F		116.94			<.001
R^2		.24			

Note. B = Unstandardized regression coefficients, CI = Confidence interval

For hypothesis testing regression analysis was used to know the influence of globalization on women political empowerment through taking women political empowerment as criterion/dependent variable and globalization as predictor/independent variable. Table 4.13 shows regression coefficients that to what extent depend variable varies with the independent variable, in case, all other variables are considered constant. Moreover, simple linear regression was used to assess if globalization significantly predicted political empowerment. The results indicated that globalization positively predicted political empowerment (F (1, 374) = 116.94,

p<.001). Further, the R^2 value (.24) indicated that the predictor (globalization) explains 24% of the variance. The current research assumes that globalization with its different constructs are the major predictors of women political empowerment in Pakistan (Table 4.13 shows details).

Table 4.14

Simple linear Regression for the effect of Globalization on Women Economic Empowerment

Variable	B	95% CI	B	T	p
Constant	3.05	[1.75, 4.36]		4.61	<.001
Globalization	.24	[.21, .28]	.55	12.85	<.001
F		165.16			<.001
R^2		.31			

Note. B = Unstandardized regression coefficients, CI = Confidence interval

For hypothesis testing regression analysis was used to know the influence of globalization on women economic empowerment through taking women economic empowerment as criterion/dependent variable and globalization as predictor/independent variable. Table 4.14 shows regression coefficients that to what extent depend variable varies with the independent variable, in case, all other variables are considered constant. Moreover, simple linear regression was used to assess if globalization significantly predicted economic empowerment. The results indicated that globalization positively predicted economic empowerment (F (1, 374) = 165.16, p<.001). Further, the R2 value (.31) indicated that the predictor (globalization) explains 31% of the variance. The current research assumes that globalization with its different constructs are the major predictors of women economic empowerment in Pakistan (Table 4.14 shows details).

Table 4.15

Simple linear Regression for the effect of Globalization on Social Status of Women

Variable	B	95% CI	B	T	p
Constant	2.73	[1.19, 4.28]		3.47	<.001
Globalization	.24	[.20, .29]	.49	10.95	<.001
F		119.88			<.001
R^2		.24			

Note. B = Unstandardized regression coefficients, CI = Confidence interval

For hypothesis testing regression analysis was used to know the influence of globalization on women's social empowerment through taking women social empowerment as criterion/dependent variable and globalization as predictor/independent variable. Table 4.15 shows regression coefficients that to what extent depend variable varies with the independent variable, in case, all other variables are considered constant. Moreover, simple linear regression was used to assess if globalization significantly predicted the social status of women. The results indicated that globalization positively predicted the social status of women (F (1, 374) = 119.88, p<.001). Further, the R^2 value (.24) indicated that the predictor (globalization) explains 24% of the variance. The current research assumes that globalization with its different constructs are the major predictors of women's empowerment at a social level in Pakistan (Table 4.15 shows details).

Table 4.16

Simple linear Regression for the effect of Globalization on Women Autonomy

Variable	B	95% CI	B	T	P
Constant	5.76	[4.55, 6.97]		9.35	<.001
Globalization	.17	[.13, .20]	.45	9.63	<.001
F		92.66			<.001
R^2		.20			

Note. B = Unstandardized regression coefficients, CI = Confidence interval

For hypothesis testing regression analysis was used to know the influence of globalization on women autonomy through taking women autonomy as criterion/dependent variable and globalization as predictor/independent variable. Table 4.16 shows regression coefficients that to what extent depend variable varies with the independent variable, in case, all other variables are considered constant. Moreover, simple linear regression was used to assess if globalization significantly predicted women autonomy. The results indicated that globalization positively predicted women autonomy ($F(1, 374) = 92.66$, $p<.001$). Further, the R^2 value (.20) indicated that the predictor (globalization) explains 20% of the variance. The current research assumes that globalization with its different constructs are the major predictors of women's empowerment at an individual level in Pakistan (Table 4.16 shows details).

Table 4.17

Simple linear Regression for the effect of Globalization on women status and Role in Family

Variable	B	95% CI	B	T	p
Constant	4.33	[2.78, 5.88]		5.50	<.001
Globalization	.20	[.15, .24]	.42	8.84	<.001
F		78.10			<.001
R^2		.17			

Note. B = Unstandardized regression coefficients, CI = Confidence interval

For hypothesis testing regression analysis was used to know the influence of globalization on women status and role in a family through taking women standing in the family as criterion/dependent variable and globalization as predictor/independent variable. Table 4.17 shows regression coefficients that to what extent depend variable varies with the independent variable, in case, all other variables are considered constant. Moreover, simple linear regression was used to assess if globalization significantly predicted women status and role in the family. The results indicated that globalization positively predicted role in the family (F (1, 374) = 78.10, p<.001). Further, the R^2 value (.17) indicated that the predictor (globalization) explains 17% of the variance. The current research assumes that globalization with its different constructs are the major predictors of women's empowerment at the family level in Pakistan (Table 4.17 shows details).

4.5 Conclusion

This chapter contains the results of the quantitative data analysis, connects the analysis back to the research objectives, research questions, hypothesis, and demonstrates the consistency of the analysis regarding quantitative data. Data was gathered through a questionnaire from three hundred and seventy-six (376) participants for this quantitative part of the current study.

Questions were structured to understand what factors of globalization contribute to women's empowerment in Pakistan. All participants were women with higher education, mostly working, from different socio-economic backgrounds and belonging to different areas of Pakistan. Consistent with quantitative data analysis, the chapter was divided into five parts of i. Introduction, ii. The pilot study, iii. Study participants, iv. Stages of data analysis, and v. Summary of quantitative data analysis. This study aimed to identify factors of globalization contributing to women's empowerment in Pakistan. The main findings of the research were summarized in each section. Seventeen (17) tables were emerged out of quantitative data. By using SPSS-22 data was analyzed statistically and divided into different parts i.e. demographic analysis, descriptive analysis, and inferential analysis by using frequencies-*f*, percentages-%, mean-*M*, standard deviation-*SD*, skewness, kurtosis, correlation, and regression. Additional statistical analysis was used to discover the relationships between and within the independent and dependent variables leading to different themes. The five themes resulting from this study summarize the contributing factors of globalization that influence women's empowerment in Pakistan: (a) The influence of globalization on women political empowerment, (b) The influence of globalization on women economic empowerment, (c) The influence of globalization on women social empowerment, (d) The influence of globalization on women autonomy, and (e) The influence of globalization on women standing at family level in Pakistan.

The current research assumes that globalization with its different constructs is the major predictor of women political, economic, social, individual, and family level empowerment in Pakistan. Additional data on the similarities and differences discovered across demographics, how women status is perceived, how women can get equal status as males and what factors of globalization contribute to bringing change in the Pakistani society are also found in this chapter. While great strides have been made in creating good opportunities for women in social,

political, and economic domains of globalization, as it is evident in the research results that there is variability in how participants perceived women's empowerment in different domains of their lives in Pakistan. Chapter six (06) includes the summary for the critical analysis, interpretation, and discussion accompanying by a literature review on the themes that emerged in this quantitative chapter as well as chapter five (05) of qualitative data analysis. In addition, the conclusion, recommendations, and suggestions for policy, practice, and further research will be discussed in followed chapter seven (07) of the current research.

CHAPTER 5

QUALITATIVE DATA ANALYSIS

The purpose of the current study was to analyze and assess the influences of Globalization on women's empowerment in Pakistan. The study focus was on the analysis of the various predominant dimensions of globalization and women's empowerment by exploring influences (positive, negative, feeble) of globalization on empowering women in Pakistan. The qualitative data was acquired through in-depth interviews of the selected respondents. The transcripts were examined to look for themes and sub-themes. The findings of qualitative data are presented in two sections as the first part is elaborating the demographic characteristics of the study respondents. However, followed section dealing with the findings related to major research questions. Answers to the main research questions of qualitative data yielded nine-09 themes followed by two-02 themes concerning challenges & prospects for empowering Pakistani women. All of the themes and subthemes are coherent and interconnected, from analyzing the data it emerged that variant influences of globalization are evident in all spheres of women's life in Pakistan. The findings of qualitative data are presented in the following two sections.

5.1 Demographic Analysis of the Respondents (section one-01)

This first section begins with the presentation of the demographic characteristics of the interviewees so can better understand the background of the interviewees. It is important to examine the unique demographic characteristics of the respondents for ensuring the trustworthiness and authenticity of the study results which are the outcomes of their point of view on the research issue under study. However, collected information about the interviewees' background is briefly summarized here at this point:

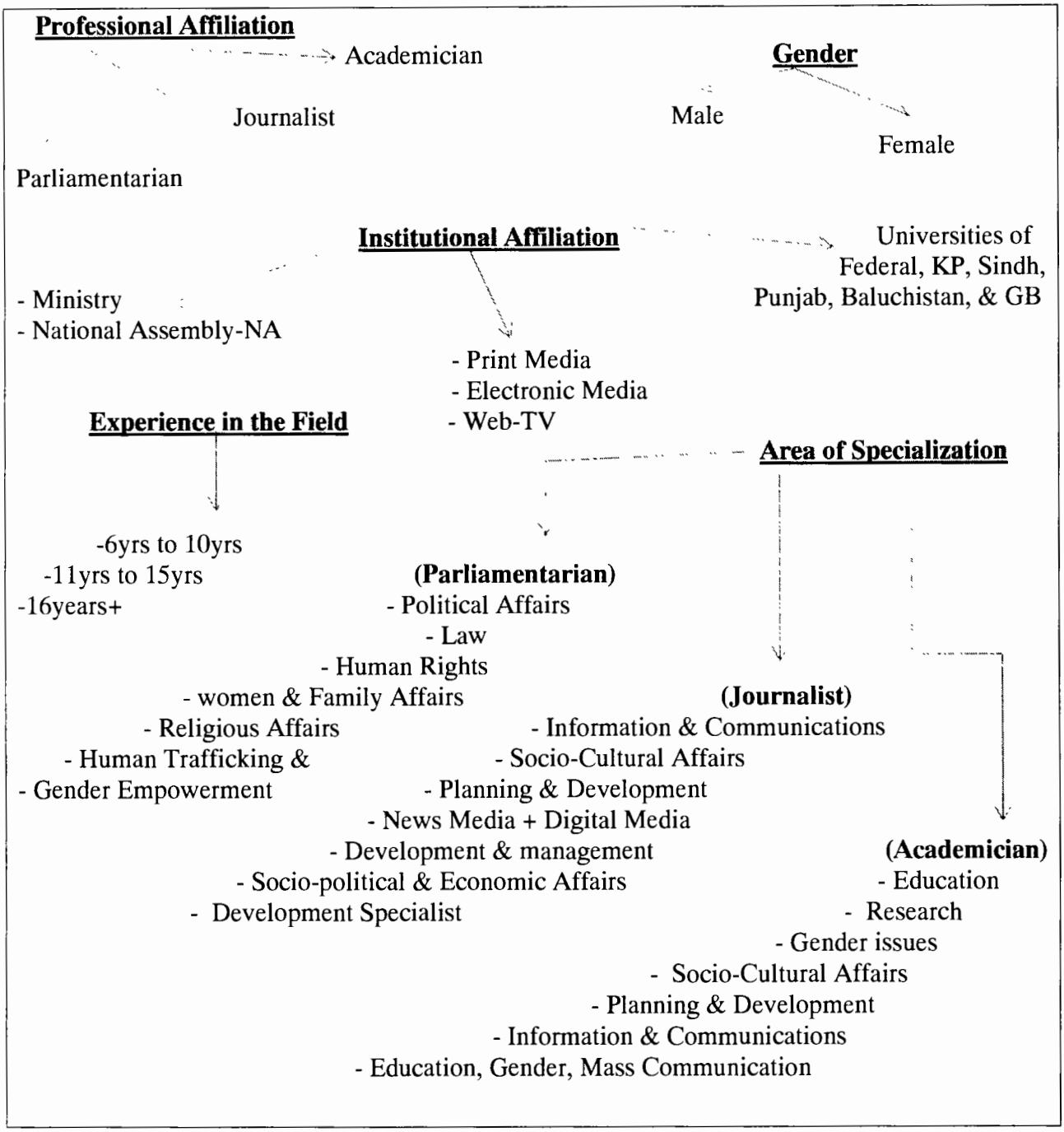


Figure 5.1 Demographic Characteristics of the Respondents

Particular characteristics of the study participants likely influenced the data gathered and findings examined in this study. To begin with, eight-08 out of twenty six-26 respondents were parliamentarians/politicians, the next eight-08 were journalists, and the remaining ten-10 belongs to academia. The professional affiliation of the qualitative data respondents was from three different domains as these were considered very much coherent to examine the different

aspects of the current issue under study. Politicians, journalists, and academicians are those stakeholders who

are considered with strong influence on national issues, in the case of the current study, women's empowerment in Pakistan. Literature is evident that educational skills, information and awareness via media, and political support of women's active participation in the outer-sphere have brought improvement in women's lives (OSCE, 2017; Yalala, 2015). Globalization yielding variant socio-politico and economic outcomes for men and women across the globe so in this context the point of view of politicians, media personals, and academicians are valued very much concerned to assess the relationship between globalization and women's empowerment in Pakistan.

Study respondents were associated with different institutions as per their professional affiliation; most politicians were ministers and Member National Assembly-MNAs representing different areas of Pakistan at the time of data collection. In addition to this, journalists have been associated with print and electronic media as well as some of them were CEOs of web-TV and social media channels. However, across the country university's Vice-Chancellors and Deans were approached including the universities of Federal (Islamabad), Punjab, Khyber Pakhtunkhwa-KP, Sindh, Baluchistan, and Gilgit Baltistan-GB.

The global debate of sustainable development is emphasizing gender inclusion in all spheres of life as it is not possible by letting down any of the stakeholders of society to grow and rise in today's world (Leire Pajin, 2014; "MDG-5",n.d.; Silvia Modig, 2018). For the current study, respondents' group was heterogeneous as a perspective of both the gender was important concerning understanding the phenomena from various lenses. The gender composition of interviewees revealed that out of twenty six-26 respondents there were ten-10 female and sixteen-16 male members. Among them, five-05 female and three-03 male politicians participated in the current study. Followed by, six-06 male and two-02 female

journalists who recorded theirs views on the issue under study. Finally, seven-07 male and three-03 female academicians have shared their stance on the current issue.

The work experience of the participants varied from 6yrs to 10yrs, 11yrs to 15yrs, and 16years+ in this study. To ensure the trustworthiness of relevant data for the present study it was tried to approach senior and experienced respondents of their relevant field. Most respondents were having 11yrs to 15yrs of experience while some of them having a duration of more the 20years of their career so far.

Contemporary women concerns are pivotal in the shaping of global political debates, social transformations, and economic discussion of public and private spheres in developing countries. Keeping this scenario in context, the specialization of respondents covered various fields of studies including, political affairs, law, human rights, women & family affairs, religious affairs, human trafficking & gender empowerment for parliamentarians. Next to parliamentarians were journalists and their expertise including, information & communications, socio-cultural affairs, planning & development, news media & digital media, development & management, socio-political & economic affairs, also included the development specialist. Finally, the area of specialization for academicians was predominantly education & research along with other fields including, gender issues, socio-cultural affairs, planning & development, information & communications, education, gender, and mass communication. Intriguingly, distinctions of specialization of the respondents provided depth to the results of the study under investigation. All interviews were however completed in full. The presentation of major themes and sub-themes that emerged out of qualitative data follow in the next section.

5.2 Presentation of Findings (section two-02)

The following section of the chapter presents the main findings from the analysis. Italics quotes and extracts are spoken viewpoints of the interviewees because by this way these are comprehended in a far better way than by the researcher's paraphrasing. This part of the present chapter is based on a detailed analysis of in-depth interview data of the study respondents in form of eleven-11 themes and sixteen-16 sub-themes regarding the issue under study.

5.2.1 Theme # 01: Are Women in Pole Position?

Women status in Pakistan is heterogeneous because of their interconnection with other forms of exclusion in society. However, current women's situation is influenced by many factors concerning socio-politico and economic dynamics of the country which have been part of the analysis, four sub-themes emerged including, the viewpoint about women's condition, how women are perceived at the socio-cultural level? women's situation in the economic domain, and women's ranking in the political sphere.

Since women and their empowerment is the main topic of current research, the concept is part of many of the themes in this analysis. At this point, however, we look and analyze specifically at how the interviewees define and explain the status of women in socio-cultural, economic, and political spheres of life in Pakistan. For analysis purposes, explanation regarding women status by the respondents has been divided into the following sub-themes:

5.2.1.1 Sub-theme # 01: Perceptions about Women's Condition

To get an understanding of what interviewees' point of view regarding women's condition in Pakistan, they were asked to give their explanation of the concept. The researcher's narrations along with respondents' views in the form of extracts are listed below: There was consensus among the participants that the majority of women in Pakistan experience low status despite being almost half the population. It was believed that breaking stereotypes has been challenging for women despite continuous efforts. The following excerpts explain this well:

"We have divided women stature into two tiers, one at the cosmetic level that they have representation in policies and legislation and at all those levels where the intention is only to present them. So, the outcome is that on any of the socio-cultural, economic, or political platforms women are there but without their voices as they are from the elite and not truly representing the majority of Pakistani women. Another category of women is consisting of those who are from the middle or lower class or we can say women from the masses, they were neglected, and they are neglected. Still, these women are with their centuries-old issues which are unheard and unaddressed. So, for a majority of Pakistani women, the world is same old masculine without noticeable changes for them." (Pa-22)

Men and women are a substantial part of any society but in male-dominated societies, the female population is the deprived and marginalized group of society. Pakistani women have a marginalized position in society. Though, Pakistan is an Islamic country where customs and laws are expected to prevail as according to Islamic laws. No doubt, the status of women in Islam is excellent. Islam gives respectable status to women and never declare female inferior to men (Rashid, 2013). However, they have been disregarded their due rights given by Islam as well as of the modern world system. Women have experienced double subjugation because of their inability to fit into the traditional system and their deprivation to benefit from the western global system. As illustrated by the point of view of the following respondents:

"Still a majority of women are far away from their basic human rights e.g. education, health care, respect, justice, and awareness etc. World powers have double standards for 3rd world countries like Pakistan e.g. via media exaggerates our issues particularly related to women status in a way which is not appropriate though in the western world women are not as protected and empowered as the way they are presented and exemplified to the world."(Pp-3)

"Islam has given a very high status to women but on the flip side, unfortunately in Pakistan, we have not given that status to women which they deserve in any case." (Pp-5)

"Pakistan has been a male-dominated society for years. The socio-cultural and religious-cultural constraints remained the major impediments to the development and mainstreaming of women." (Pa-18)

"I believe that God has given us the power of "Hikmat" wiSDom being women if we want, we can mould views of our fathers, brothers, husbands, and our sons. However, its true women are undermined in the society." (Pp-4)

The importance of women in any society is undeniably huge. Women's role in society has been tremendously changed and putting an impact on society today. Note how the following extracts, which represents the views of various interviewees about the improvement of women's situation in Pakistan:

"in today's world without women, we can't run a family so how can we think of a country's development without the active role of women." (Pp-6)

"The status of women has improved in Pakistan. That does not mean all work done. We have a long way to go." (Pp-8)

"If we look at the women in Pakistani scenario there are certain changes in favour of women and equally there are things which are a disservice to them. In the present situation, we can say women status is improving due to certain socio-political pressures from the outer world and the topmost is economic pressure on families." (Pj-10)

"I think it's very important to talk about it! If we talk about the status of women in Pakistan and if we compare it with the status 50-60 years before we see a lot of improvement.

So, I can see in terms of education, in terms of human rights, in terms of overall awareness, and their visibility in the economic sector so we see there is a lot of improvement. But when we compare this scenario with the developed countries, we still see that we are far behind." (Pa-17)

"It's very satisfying that now researches on women are increasing in number in countries like ours. Women are an integral part of economic growth and development; we can't deny the importance of almost 50% of the Pakistani population which is consisting of women. They are playing their role in education, economy, social fabric, politics, and every domain of life very effectively." (Pa-24)

Globally, human rights have become a multidimensional term as it encompasses social but political and economic aspects as well. Individuals are considered now basic units of the states at a national level. Now international law has accepted individuals as legal persons for the pursuance of their rights. In this case explanation of the following respondent (Pa-21) is quite relevant:

"These are individuals, NGO's, IGO's that can pursue the preservation of their rights at any front of globalized world. This is the beauty of the globalization that awareness level and exchange of ideas on human rights violations is increasing that has to some extent has decreased the intensity level as it was decades ago in Pakistani society." (Pa-21)

But we are living in a complex society concerning culture, economy, and politics, so a simple answer to this question is not possible that whether our women status is high, moderate, or low. The following respondents convey a detailed understanding of this aspect of the women's situation in Pakistan:

"When we talk about women status it depends from which strata they belong as there is a list of highly empowered women who remained Prime Minister, parliamentarians,

Judges, speaker, Educationist, women entrepreneur, and media personals. Eventually when you flatten all these differences and goes into numbers then we see that all national and international reports regarding women status with their indicators keep Pakistan pretty at the bottom of the heap. Pakistan is in the worst place concerning violence against the women, crime against women, in the domain of education and empowerment so with all respects it's at the bottom." (Pj-9)

"Before the 1980s women were more empowered and had freedom but after radicalization, the scenario has been changed of our country with worse consequences for women e.g. there was co-education in Gordon College Rawalpindi before the 1980s but after that, it converted to boys' campus only till date. So, from the late 1980s till 2000 women have been suppressed politically, socially, and economically during this time in Pakistan." (Pj-13)

In such a scenario Pakistan standing in a dire situation regarding women effective standing in society.

5.2.1.2 Sub-theme # 02: How Women are Perceived at Socio-cultural Level?

The socio-cultural context of Pakistani society is primarily patriarchal. Gender division in society is on the ideology of two different worlds, the four walls territory is defined as a women's legitimate ideological space and the outer world is for males. The demarcation of public and private, inside and outside worlds is maintained through the socio-cultural and family institutions of the society. As a male-dominated patriarchal society, females have been segregated mostly based on gender roles according to the social order. Along with sex differences in perceived qualities, a socially shared and culturally defined set of expectations about gender behaviour exists according to which individuals behave. The Pa-23 depicts the emergent dynamics as:

"Masculine roles are instrumental that link family to the external world, whereas females manage domestic activities. The projection of sexism in the traditional and patriarchic familial environment of Pakistani culture plays a substantial role in providing a conducive environment to stereotypical dichotomy." (Pa-23)

In Pakistani society, the family institution operates under the influence of patriarchy along with customs and traditions manifested in awarding more space to men. For instance, a male child is a symbol of increased family power and is thus celebrated, whereas female birth does not bring such celebrations. Similarly, key decisions related to marriage, mate selection, and other familial issues are dominated by men. The normative social order restricts women and tends to favour men to become the guardians and the rulers. However, the spread of male domination is not even, rather it varies across classes, regions, and the rural/urban divide. The patriarchal system is stronger in rural areas as compared to urban hubs in Pakistan. It is evident by another important aspect of the analysis comprises the family system in Pakistan. The prevailing family system is a joint family system as the majority of the population is residing in rural areas of the country which supports the traditional socio-cultural system regarding women's subordination. On the other hand, our urban areas are getting the influence of the west and the nuclear family system is overwhelming the traditional one and somehow broken families are becoming evident here too as in the west. In this context, participants' views have been defined as:

"Philosophical agency exercise has not increased in our society regarding women. If we look at the last few decades, so-called Islamization in that era of Pakistan has affected severely our women's identity, dignity, and status in society and made them a commodity. Our women are getting education and employment opportunities and their situation is changing now though we are still conservative economic independence is

hitting that mindset. However, there is no improvement as such can be observed in the patriarchal social setup of our society for women status." (Pj-10)

A clear difference in the status of women in urban and rural contexts has been observed in recent decades in Pakistan. The causes for this difference are rooted in cultural norms and also because of lack of awareness, education playing a key role here for urban women life as explained by (PJ-14) here as:

"In Urban context, women and girls have better access to education, aware of their rights. Male members of the family are also aware of the importance of their role is 49% representation of the population. Therefore, in almost every industry e-g., education, health, corporate or civil society women are in leading roles working side by side with the men; either it's about making key decisions within the family, pursuance of professional career or using their political rights."(Pj-14)

Now in recent times, the situation is a bit changed, people have started giving attention to their women and sending their girls for higher education even to other cities. Though we have issues concerning women rights and their standing in society missing facilities has their role in depriving women of their due rights in Pakistan specifically in remote areas to avail education, health care, work opportunities such things are hurdles for them.

"Furthermore, some gender discriminatory laws have been repealed as well as The All Pakistan Ulema Council (the largest groups of religious clergies in Pakistan) has given the Fatwa (legal pronouncement on Islamic Law) against honour killing in Pakistan. However, there is still much to be done in Pakistan to bring improvement in the status of women." (Pp-7)

Women's identity was another important aspect of the analysis. Women identity has strong links with barriers from cultural and religious norms, double subjugation, and subordinate position in society. Pakistani society is patriarchic and male-dominated. Cultural

values and deep-rooted old traditions play a dominant role in shaping the life pattern of people. Moreover, religion has been a binding force, which keeps society united, and religious values are regularly observed and practised through communal spirit. However, contrary to this view respondents argued that women are not oppressed and strongly emphasized women's respect in Pakistani society. It depends on their capabilities to how to get maximum control over their lives and put an impact on a more socio-economic order in inside and outside worlds as well as nationally and internationally (Sepotokele, 2018). Generally, Pakistani women used to say that men and culture are barriers in their way to development, they don't allow them to go ahead with their aspirations but it has been observed that whenever they require something which is only related to them they easily convince their husbands and other male members of a family. Also, it has strong links with socialization patterns prevailing in our society which is strengthening male domination. Participants described their views about women's identity in the following ways:

> *"Women need brainstorming, to me, it's the prime responsibility of mothers to teach their daughters to be open-minded, they shouldn't teach their daughters that "man is everything and woman is nothing". Women status starting from home, our mothers should teach children that they are equal humans either if they are male or female. After family, it's the responsibility of the educational institution to ensure the gender balance so children outside the home also find the same learning for respect of women in society." (Pp-4)*

Socio-culturally speaking, the majority of Pakistani women as compared to men, though it may vary from one class to another, are more religious and superstitious. Women from upper-class families, if educated, as compared to middle-class women seem to be equally religious though not that superstitious whereas lower-class women may not be that religious but are quite superstitious. Female mobility from household to the outer circles, especially when a woman

is alone, continues to be restricted not only because of religious taboos but also because of fear of being harassed by men in public, further elaborated as:

> *"Wearing of a Hijab seems to be a commonplace though sometimes used as a matter of fashion also (a young woman, one day with a Hijab on and another day without a Hijab may not be a rare thing to watch!). As a matter of tradition most of these women continue to take an active role in household activities, occasional ceremonies like weddings, children birthday celebrations etc." (Pa-19)*
>
> *"In socio-cultural spheres, the involvement of women in the major family and social decision has been very minimal. Their rights of inheritance in the property were denied in many cases. In family decisions, they were least involved for a long time. The cultural constraints and the so-called religious taboos impeded the development and grooming of women in many cases. The conditions of women however changed from society to society and place to place." (Pa-18)*

As shared above, patriarchy protects male ideology and nurtures negative gender values. Similarly, gender and gender role formation is primarily learned through the dominant agencies of socialization, such as family, peer, school, and so on, which are considered "teachers" of the society. Through socialization, one can learn what is appropriate and improper for both genders. But again if "we Pakistani women" are not willing to do something like if there is no determination then there will be no change but if they become determine they can do anything even which seems impossible i.e.

> *"I can give you my example that I am a Pashtun and the 1st one in my in-laws as well from my paternal family who has joined politics. When I choose politics long before that I socialized my children especially my daughters to be open-minded and positive towards life. So, when I entered politics it's only my children who supported me and*

the rest of my relatives criticized my decision even my nephews when they have seen my pictures on posters during my political campaign."(Pp-4)

To assess the women's position at the socio-cultural level we need to understand the external influence on our culture too. Analysis shows a variation of external influences in form of bringing improvement in women's situation via gender focus, as well as considering western culture a threat and further, intruding upon our social values. In this context, the following quotes illustrate the views of participants:

"I would say that we must not allow western values to intrude upon our social values system because the more we allow that the more we will suffer. Like in the west they don't have family values i.e. mothers grow their children without fathers. So, we don't want to go into those domains, yes! We must support our women and we must bring them into the mainstream, educate them and create job opportunities for them but keeping in view our society, culture and the purpose for which this country has been made and not merely by coping with the west. If we make a free for all society, what will happen at the end of the day? That we will not get probably much out of it but will lose which we have already i.e. the most precious blessing "the mother" for any nation. Strong mothers mean strong nations." (Pp-1)

"As far as culture is concerned, I feel that we are going towards a lot of consumption of international brands as well which has led to a surge in consumerism as many malls have popped up in many countries. CPEC is a huge example of this too." (Pj-15)

In the new millennium development goals agenda of the United Nations, there is a lot of focus on women's empowerment as gender equality is considered a prerequisite for progress and development. The same is the case with Pakistan but globalization is far away from achieving these objectives of empowerment i.e.

"Killing of women in the name of honour, sexual harassment, cases of domestic violence and women committing suicide giving birth to a girl are prominent features of the prevailing culture. During the years 2011-2013 Malala Yousefzai and Rimsha Masih cases of women violence grab international attention. At least 913 women were killed in the name of honour which includes 99 minor girls." (Pa-21)

The role of media is evident from literature in disseminating perceptions about women (UN-Women, n.d.). In the Pakistani context media not only exaggerates about women condition rather negative portrayal of women is becoming fashion now. In the name of modernity misperceptions about men and culture exhibited by media outlets is a scorching debate. In the passage below respondents emphasize the issue under study:

"In our society women are no doubt having a subordinate position but mainly its media which negatively portraying women and their marginalized position to the world. Still, women have great respect in our society as compare to other countries and regions of the world. It has been falsely highlighted the negative image of women, now it's become a fashion to ridicule women and keep on discussing them as miserable, deprived, discriminated, denied beings. Such fashion conversations about Pakistani women's status by those "so-called contemporary activists" are creating more difficulties for women to be independent in all fields of life." (Pp-3)

Things have been changing over decades and the reason is technology, now we are living in a digital era e.g. social media creeping into our society. Recently, however, we have witnessed an increasing awareness in different domains because of using such technologies and it's evident that improvement in any situation is primarily dependent on awareness. If we look at the women status in Arabs, Africa, and even in India or Pakistan it has great relation with awareness about women's privileges and obligations which determine their status in any society. The following quotes illustrate the views of participants:

".... In the 1990s when satellite dish and cable TV wasn't there, the meaning of shyness and the sense of modesty was completely different as they are interpreted today in our society. At that time in past, there was only Pakistan Tele Vision-PTV one channel in Pakistan but now we are having hundreds of TV channels that are considered rich sources of information and awareness which is changing society's scenario in this present world and this change in different aspects of society are now becoming acceptable." (Pj-12)

"With the onset of modernity and social change, the concept of gender development and women's empowerment are becoming public. The media is also playing its role in its propagation. Presently, like other third world countries, Pakistan, in general, is experiencing a transitional phase from conservatism to modernism. The influence of modernization and technological advancement are impacting attitudes and behavioural patterns among people. Besides, media and government are spending more to bring awareness about gender and development." (Pa-23)

Previously even on media women cover their heads with Dupatta (scarf) but now we can see them more liberal, confident, and working equally with men in all fields of life but still, they have a long way to go and get the equal status of men in our society. We are now living in a global era so we have to accept global norms and values because we can't live with certain traditions which are now outdated i.e., we can't keep our girls away from education anymore. So, nothing is positive or negative in this global era it's just a difference of points of view about society and lifestyle as presented in the extract below:

"For instance, in terms of education, there were times when women were not encouraged to go to the schools and for higher education but now, we can see a lot of difference there." (Pa-17)

I look into a socio-cultural domain, we have various types of societies i.e. tribal, farming, rural, and modern/urban which represents the truly globalized world as we have from conservative to modern and secular range of societies here in Pakistan now. So to analyze women status we keep in mind all those global indicators i.e. mother and child health, nutrition, education etc. of women's empowerment and women development which keep us at the bottom of the heap also, we look into differences which have been caused by class, culture and other socio-economic factors. We can't generalize women status as the same everywhere in all domains so what with international indicators debated our women situation, it's also right and the way presented and defended here is also fine. So, in different sections of society, their status varies from highly empowered to less or not empowered.

5.2.1.3 Sub-theme # 03: Women's Situation in Economic Domain

In a social context, Pakistani women don't have control over the means of production because of their low status. In return, resources have been allocated to male members of the society, so they become in a better position to utilize them. They get better opportunities for education and skills and get enabled to compete in the public arena; however, women are imparted with domestic chores. Lack of education and skills along with socio-cultural restrictions limits the chances to compete for resources in the public domain for them. Globally, the situation is also the same for women as 2.7 billion are legally restricted from having the same choice of jobs as men. Out of 189 economies which have been assessed in 2018, the economic scenario for women was found very bleak i.e. laws preventing women entry into specific fields, at many places no laws for harassment of women at the workplace, and in many economies husbands can legally stop their wives from jobs (World Bank, 2018). Yes, Our women too are not having as men equal access and opportunities to education, health care, and employment through Islam and the state constitution grants them equality. Because of this conservative context and low status their work participation is unacknowledged in our society.

Such a scenario remains there in conservative societies where women are confined into four walls of home territory and where their mobility is always restricted and denied by their due rights. As is clear in the following excerpts from different respondents' points of view on the women's situation in an economic domain:

> *"So, we can't bring improvement in women's lives without educating or skilled them. Like I have started in my constituency (being politician) a small project of providing sewing machines to women so they get skilled, earn and contribute to the family economy without stepping out of their domestic sphere. Unfortunately, our majority of women are backward though they are participating in all fields of life and contributing with their full efforts to the family, agriculture, and economy but their role has not been acknowledged yet so far. If we acknowledge their contribution it will not only empower women rather our families and societies will get empowered globally." (Pp-6)*

> *"The only source of economic stability for women is inheritance share (awarded by state law and Islam) of them which most women are denied of this right in our society. You may find many examples of families in which women's outside family/cast marriages are not allowed just because the families don't want to withdraw from inheritance share of their women." (Pj-13)*

Conservative cultural barriers in which women are generally not considered equal to men and they are not that privileged to have and avail opportunities like men in our society besides that, some of the respondents argued as:

> *"In terms of economy, we have high wage gaps not only for women but also for men i.e. people from very minimal wages with the scarcity of food till highest levels of earners/rich elite class too. In this discriminatory situation, how can be opportunities created for women in the economic domain." (Pj-9)*

"Gender parity at primary school level is almost 50:50 in Pakistan. However, at secondary level education, this ratio becomes 70:30 means 70% boys and 30% girls in education at schools and university level it's now an 80:20 ratio for males n females in Pakistan. But when we talk of employment, the ratio is 99:01 in Pakistan for paid jobs specifically in managerial or decision-making positions in the job market." (Pj-11)

For men, exposure to the outer world making it difficult to take economic burden alone without the support of women. Due to these reasons now if we look at the women ratio in education and paid jobs it has been increased. Education and paid jobs are not only economically empowering women but also enhancing their social status and decision-making powers. They are now more active in the economic domain and trending the concept of women entrepreneurship in Pakistan. Note how the following excerpts, which represent the views of various interviewees about the active role of women in the economy further:

"In an economic domain in last three decades as compare to politic women are more active." (Pp-5)

"...One of the reasons that women were exploited by their husbands was that they were economically dependent on them. So, now we can observe that on the map of paid labour there is the visibility of skilled women." (Pa-17)

"With increased economic pressures a new working class of women seems to have emerged. Most of the educated young girls are employed by the corporate culture against jobs like those in calls centres, banks, and reception desks at various offices. Some of them have started their own small and medium-size businesses while opening their beauty parlour salons, running café's and food delivery centres in urban areas (Munchies, Kitchen Cuisine)." (Pa-19)

"There is a remarkable advancement in women status culturally, economically, and politically in recent decades. If we talk of women status in different fields so we can see

Dr Fouzia Saeed the former executive director of Lok Virsa a national institute for folk and traditional heritage in Pakistan is a woman. There are many educational institutions headed by women now; and likewise, we had a woman governor of the State Bank of Pakistan. So, generally, we can find women representation in all domains of economy, politics, and at socio-cultural levels in Pakistan, women have not refrained from any field." (Pa-24)

We should acknowledge the role of men in economic domains as still in our culture men are the head of families and our women are not economically burdened as they have to look after themselves or their children financially. But in today's era, no society can grow or develop without the active role of women in the economy. In economic spheres, again there is a clear divide between urban and rural mindsets. In cities, where females are relatively highly educated and employed in different fields or self-employed, are contributing to the socio-economic development of the society and their families. The working women of the urban areas in the major cities of Pakistan have been providing greater economic supports to the development of their families. On the other hand, the rural females are relatively restricted to homes and their contribution in the economic spheres of society remained negligible. These excerpts indicate that despite the low status experienced by the majority of women in Pakistan some can break the stereotypes and make significant contributions to their societies.

5.2.1.4 Sub-theme # 04: Women's Ranking in Political Sphere

Over the years women status has been studied from various perspectives, however, from a political standpoint, it's always been an untouched area of analysis. Mainstreaming women in all walks of life is essential for the socio-economic development of any society. I look at the Islamic point of view, the rights which have been given to women as mother, sister, daughter, and wife by Islam and Quran some 1400 years ago, so we have been given these rights much before, and also before state law, all men and women are equal citizens. Being male-dominated

society women are always restricted to few domains, particularly politics considered the male domain.

Femininity puts women out of political activities and casts them out of the political context (Cole & Sabik, 2010). Even after the Election Commission of Pakistan-ECP when the assigned quota for women mostly political parties didn't give representation to women even in recent elections. However, women political campaigning was also resisted by patriarchal culture. In the political domain, women have the role of just a showpiece or cosmetic presence in assemblies. It's not that easy for women to come forward or communicate in the political sphere in Pakistan. We are not as a nation convinced to accept women as political leaders because the electoral political process is very complicated and for women, it's not suitable. Predominantly women role in the economy and politics remained passive. In this case, the views of the following respondents are quite relevant:

> *"In Pakistan, we have restricted our women only to the family and home spheres, so their status and importance is also limited to these domains and not have any significant impact on country's economy and politics." (Pp-6)*
>
> *"Globally the political injustice is the focus in Pakistan regarding women. There is a great disparity for women in all walks of life. If we look into our cabinet division, we don't have women representation there in decision making though they are member parliamentarian but not part of the decision-making process or core team members." (Pj-11)*
>
> *"Human rights situation in Pakistan is a complex one due to misinterpretation of religion & wrong practice of seclusion (Purdah), and second poor law & order situation. Like other third world countries, Pakistan has significant violations of human rights which include extrajudicial executions, political victimization, rapes, acid*

attacks, women beaten, burnt, honour killing, forced marriages, Karo Kari, child labour, harassment of families, are common."(Pa-21)

On the other side, even in the beginning, we can see Fatima Jinnah and Mrs Rana Liaqat Ali Khan and so many other political women in the making of Pakistan. Besides them, we can talk of female teachers and students who played an important part in the independence movement. We must look back to see the difference between the status of women at the verge of 1947 and today's women. These are two extremes, at that time women status was very high i.e. the 1st delegation send to the US by Jinnah in 1944 was included women representation even before the formation of Pakistan, 1st time Pakistani flag waved by a girl in the secretariat, even Fatima Jinnah remained there with Mr Jinnah during the struggle of the independence movement and there are so many events and examples history filled with the women participation in every walk of life at that time. However, after independence, we can observe women's role down on political sphere but today's Pakistani women do enjoy a comparatively better status than past e.g. women have held high offices such as Prime Minister, Speaker of the National Assembly, Leader of the Opposition, as well as Federal Ministers, and Judges. By coupling data with the researcher's narration regarding today's women situation in politics illustrates that:

"We women are only with the lack of awareness. If we talk about empowering women in politics, now it's become very easy because of global acceptance of women's importance in the development of any country." (Pp-4)

"From a constitutional point of view, we have a dual system of civil and sharia law. Pakistan's constitution recognizes gender equality as men and women are equal before the law (Art.25 (2) states "There shall be no discrimination based on sex") but it's also has been recognized as valid Sharia Law (Chapter 3A-Federal Shariat Court). To me, if we give space, awareness, and confidence to women they can do miracles, I can give you an example of my wife who is now chairperson of local government in a district of

Punjab-Pakistan and also running a mega project with an INGO in our rural areas of Punjab though she was a housewife I encouraged her to come out of the house and contribute in politics and she becomes an elected member. Now she is a favourite politician of our area." (Pp-7)

Even our family institution doesn't support women political participation in past. But the situation has changed in recent years for women in politics and has increased their number in assemblies and exemplified by a respondent as below:

"One example can be of Bashir Ahmad Bilour (prominent political figure of ANP) when assassinated in a terrorist attack in Peshawar his wife contested and won the election from Peshawar and becomes a political member of Pashtun led areas. So, there is improvement in women status but there is a long way to go and struggle for women due to status given by Islam and state." (Pj-13)

"...Nabeela Afzal work on electoral politics "women and Parliament in Pakistan 1947-1977" is one example. Further the work of Rasheeda Patel, Nighat Said Khan, Fareeha Zafar, and Sultana Bakhsh, highlights the contribution of Pakistani women and their status." (Pa-24)

If we look at the history of Pakistan always those women who came into politics who were from influential families, entry of women from low backgrounds into local bodies' government is a recent phenomenon. And obviously, global interaction has played an important role in this awareness rising in Pakistan regarding women participation in different domains of life, particularly in male-dominant fields. In addition to the above the following accounts of respondents supported the researcher's argument:

"In the political sphere, they were used to be selected but now we can see elected female parliamentarians too but still we are far behind." (Pp-5)

"In political spheres, the women engagement has been improved with the devolution of powers and providing representation to the women in the local bodies. This has improved their mainstreaming in the political decisions." (Pa-18)

"There has been a recent upsurge in the number of women who voted in the general elections for various parties as well as quite a several women who are elected on general as well as on special seats. The very recent order by the Election Commission of Pakistan to cancel the results of the constituencies if at least 10 per cent of these women have not voted in a particular constituency also seems to have fairly contributed in this context." (Pa-19)

In the political domain, women are there though have a cosmetic presence; also, the National Commission on the Status of Women (2014) stated that political parties are exploiting the women on the reserved seats shows the dominancy of the patriarchal political sphere. However, in the last few decades women political efforts are becoming visible in Pakistan. This shows women need the support of men in excelling in their careers and making progress. If such support is available, then women's path to success becomes easier.

5.2.2 Theme # 02: Pakistani Culture in Global Era

The influences of globalization on our economy, culture, language, and religion are evident. According to the Ministry of Overseas Pakistanis and Human Resource Development (Yearbook, 2017–18), about 8.8 million Pakistanis live abroad in KSA, European countries, and United Kingdom etc. According to the UN Department of Economic and Social Affairs, Pakistan has the 6th largest diaspora in the world (Tribune News, 2016). Similarly, Pakistan is a host of a large population of immigrants and ex-pats, making Pakistan extremely diverse in cultural context.

Globalization and Modernization as a pattern of social change have multiple influences in almost every sphere of life of the people. In developing countries like Pakistan, globalization

has the changes very rapid and even I would prefer the word "Drastic". Study respondents emphasized that Pakistani society is a multicultural and multilingual society that has been the combination of social, cultural, religious as well as political values based on traditional and local approaches. The changes have been observable in our culture, economy, and politics as well as in observing our religious values.

It depends on each society's norms and values that how much they can resist the invasion of western culture and how much they can preserve their indigenous identities from other influences of globalization. Further analysis of this theme presented with the support of two sub-themes including, "mass media, technology, & cultural change" along with "changing social institutions & gender roles".

At this point, however, we look and analyze specifically at how the interviewees illustrate the mass media, technology, and cultural changes that Pakistan experiencing in this global era.

5.2.2.1 Sub-theme # 1: Mass Media, Technology, & Cultural Change

The focus here is on the hidden mechanisms that govern our everyday life; specifically, media, technology, the environment, culture, and identity etc. how technology transforms our communication and in return changing behaviours and culture. The current change is unique in its speed and may have far-reaching cultural and educational consequences in the long run (Nelissen, 2018). The third millennium started in a period of curiosity and excitement about the many new technologies entering our everyday lives. Mass media has widespread influences and becoming increasingly widespread and offering an entirely new form of culture i.e. hybrid culture to the world societies. There was consensus among the respondents on the variant influences of mass media, technology, and cultural changes that are evident in Pakistan, the theme further italicized in the excerpts below:

> *"Culturally people are trying to accept changes i.e. nuclear family system, female education, cross-cultural marriages and they are moving towards openness." (Pp-2)*

"Well if we talk about technology-driven globalization, its impact is diverse. Its distribution seems to work on Marxist lines i.e. the cellphone Bill gates carry might be having with many people here in Pakistan. No doubt, technology distribution also has been done by the market, but it has brought gigantic changes in our society. And such changes can be observed more in our material culture as compare to in our values and believes systems." (Pj-10)

"Modern lifestyle is now acceptable even in remote areas e.g. changes in language, dressing and food preferences. Transportation, communication, and technologies have made cultural diffusion easy worldwide." (Pp-6)

Now access to any product or international brand is one touch away. We can easily talk to our relatives living in the USA, Canada, or the UK via Facebook, Twitter, or Instagram while being here in Pakistan. We can reap the benefits of a healthy lifestyle e.g. yoga and other practices of other cultures just via YouTube. Migration has increased even we can observe many foreigners e.g. Chinese nowadays in Pakistan due to Pak-China projects in various fields. Pakistani music, drama and film industry is accessible to an international audience in the same way we can now easily see foreign TV shows in our country. The print media in Pakistan is also publishing global news and matters of international concern. The increase in the number of English newspapers and their circulation depicts that Pakistan has changed as a result of globalization. Further elaborated the concept by respondents as follows:

"The fast-food industry, originally conceived in Southern California during the 1940s, not only altered the eating habits of Americans, but also those in many other countries around the world, including Asian countries. Even today we can witness the dressing styles also changing under the international influence in Pakistan." (Pa-21)

"Regarding globalization, I have observed that we look at its negativity more as compared to its positive facets. But the scenario is changing now if we look at TV or on

social media or the internet, we can observe women's visibility. They are more independent, making their own choices, with more freedom, doing and looking for their chosen professions, are now working women, living on their own and supporting their families. Such women number is increasing day by day, women while crying, helpless, and have a miserable situation to live in is the story of past now." (Pa-26)

In Pakistan first fast-food centre was opened in 1997. Now fast-food centres are found on the corners of every street, off the side of main highways, airports, malls, schools, gas stations, local shopping centres, and even in hospitals. The spread of English as an international language and the emergence of the internet as a fast communication channel are mutually enforcing trends in an age of globalization.

But along with these changes, we can observe that how media becomes a rich source of disseminating cultural beliefs, values, and ideologies effectively as well as playing a role to bring solidarity and harmony among sub-cultures of Pakistan. Globalization is a free movement of goods and people as well of communication revolution i.e. as we say we are living in the age of communication as is evident from the following extracts:

"In Pakistan, the fastest and quickest track of globalization is via social media." (Pj-16)

"Coke Studio a TV show presents the music of all areas of Pakistan from one platform not only for Pakistanis but as well as a world can have access to that. The same is the case of other cultures around the globe that are one touch away from us and we can come to know about their food, dressing, languages, values, and traditions. Now look our youth is addicted to fast food and it's a story of 1990s when fast food centres were opened in the country. Now you can find fast food centres on the corners of every street, shopping malls, airports, schools, hospitals, and even on motorways in Pakistan." (Pp-7)

".... So, mobility of people has increased and it's from Pakistan to other countries not vice a versa because of terrorism and other issues. The second influence is the availability of goods as the international market invaded first and then created the demand market for their goods here. This has been created consumer culture, consumer demands, and consumer dreams as people were not thinking and imagining like this way previously. Particularly if I give you an example of China, Chinese goods have been captured the market not only in Pakistan but in different regions of the world. China is now emerging economic market of the world i.e. those goods which were in the past not

accessible for middle-class people now in range of common men (e.g. Tele Vision-TV, refrigerator, computer, mobile and other electronic goods were considered luxury items and not affordable by many people but now are there in every home)."(Pj-9)

So, the availability of these goods created consumer desire and increased competition among consumers to have these goods. So, we didn't have such type of consumer culture earlier which we are experiencing now in our society. So, such technologies e.g. tools of communications brought international culture to our doorstep, so we now have access to Bollywood movies, soap operas and onwards to Turkish Dramas now which has influenced our culture particularly about women. Further, globalization has created a strong desire to explore the world among our youth. Now we are having a hybrid culture and globalization has impacted us individually, socio-culturally, and overall, at the national levels. So, auto vehicles, media, the internet, and cell phones have made our lives enough easy nowadays which ultimately affecting our behaviours, attitudes, traditions, and overall lifestyle.

Also, participants have a debate that globalization has created a huge disruption as well in the societies i.e. there was slow pace change that societies were experiencing previously but now the world is live through fast-changing trends across the globe. In a way, we can say there is nothing new about globalization it always remained there in societies and kept them on

changing yes! Now the pace of globalization is at its ever maximum, so this aspect makes it a concern for many countries of the world. This frequent change made many things common to the world's societies so we can't differentiate them as of other cultures e.g. Lychee is a Chinese fruit, tea originated in China, chicken domesticated in Indus civilization, potato and maize are of America but are very much common in our food as well. So, globalization remains there in different waves but this fourth-04th wave globalization which is technology-based is felt as a threat for many society's cultures. It has changed the world's spectrum so there are no more physical wars, now we are fighting with media and technology wars. In the excerpts below participants emphasize this aspect of the theme:

> *"Now within no time any thought or idea can be disseminated to any corner of the world very easily and influentially. Now our invasions are ideas based on which we can attack the world's cultural, economic, and political institutions. As if I give you an example that in a show I have commented Bangladesh and shared that on my Facebook which has been shared by one of my Bengali journalist friends further and within a week that comment got shared thousands of times even Bangladesh's Prime Minister-PM has been questioned on that comment of mine." (Pj-10)*

Modern culture is now no more phenomenon of urban areas it has access to rural areas as well, we are having the weddings marquee, beauty parlours, and branded clothes also Telenor, Ufone, Mobilink, Cock and Pepsi trends there too. Material culture has been adopted and promoted unanimously, so that much openness to world putting a question of concern that where the indigenous cultures are standing.

> *"I give you an example that what is going on in Gilgit Baltistan-GB, it is an epidemic of suicide there, one of my friends made a documentary on this situation of GB for Hum-TV. It is an interesting example in the context of globalization that such a closed and traditional society opened up to the world in the last about 20years and now a great*

number of people have been moved abroad and that global interaction has distracted its normative setup here in GB and this new fantasy, a new vision of life new sense of sense, is in contradiction with their old normative laws which ultimately leading suicide in this area."(Pj-10)

So, it's a globalization reaction to our indigenous culture and society which has further intensified by political reaction i.e. we can attach Taliban's phenomenon, Imran Khan's movement, Khadim Hussain Rizvi move to the reaction of this global influence on Pakistan.

In the same way, we can link Europe's populist movement and Donald trump's politics in reaction to the globalization in the west i.e. over there globalization has some other meanings as refugees issues, issues with the jobs and economic shift to China and India etc. so they have their type of anxieties so these are transformed then into our politics. Further, with the changed global scenario there seem to be paradigm changes in all spheres of Pakistani society as illustrated below:

".... Despite all of them being physically present, direct face to face interaction amongst family members is fairly reduced due to the extensive usage of smartphones. Dining out and take away has become a routine in well to do families while the lower-income groups are bound to cook at home. Children despite the reported dangers of radiation associated with technology and smartphones are more inclined towards using phones and gadgets and have adopted new skills that their parents are not familiar too. On the other hand, technology has reduced physical human effort and children are not participating in outdoor sports activities as they were before. With imported vehicles, the load of traffic on roads has tremendously increased as it is accessible for even the lower-middle-class families to buy a car through a bank loan or on lease. Now, most of the commuting in the larger cities is done by cars and motorcycles rather than on bicycles and carts." (Pa-19)

"The traditional mindset, the cultural format and the social interaction of the people have brought formalities and even the new war of the technology have changed the lifestyles, behavioural patterns, cultural values and traditional prototypes have been changed along-with an impact on family structure and women attitudes towards family size, marriage patterns and dressing styles. People are becoming more liberal and more secular while the adaptation of western culture has been dominant." (Pa-23)

Globalization has influenced almost every field of life in our society. Communication gets fast, access to information has increased, so whatsoever is going on in any corner of the globe we are coming to know about that at the very same point of time. There can be changes observed from the small unit of the family to large organizational structures. Due to rapid and uncontrolled interaction with different cultures of different societies via mass media and technology, it has not only attracted changes in our normative values at the micro level but has impacts on macro-level social structure as well as infrastructures.

5.2.2.2 Sub-theme # 2: Changing Social Institutions & Gender Roles

Media and technology being indicators of globalization not only changing material and ideal cultures of the world but also has influenced for structural changes in social institutions and gender roles of the societies. Social institutions are a major factor explaining countries growth and development through long-lasting norms, values and codes of conduct that shape gender roles, and presents evidence on why they matter for development. Social institutions evolve and reflect a society's priorities (OECD, 2014). Well! When we talk of globalization, we can't say either it's good or bad or it's positive or negative. There are positive sides of globalization but there is a cast of development so there are negative outcomes too. So let's first talk about the positive influence of globalization, when we talk of the generic impact of globalization, there are impacts on economic, social, and cultural practices, and in some cases, these impacts are in confrontation with social practices also includes indigenous culture. The excerpts below,

which construct the concept of changing social institutions and gender roles, elaborate different aspects of the theme:

> *"The basic institution of Family has undergone following changes as a result of globalization: One, the influence of clans and kin groups are decreasing. Second, a family institution is expanding rights for women (e.g. education and economic independence). Third, we are moving from a joint family system to a nuclear family system. Four, the decline in birth rates due to women working in different job markets. The last one is increasing room for adults' rights. Now youngsters have a right to select their mates within a family and out of the family. Clans and kin groups' influences are decreasing. Globalization is changing our traditional gender roles." (Pa-21)*
>
> *"Interaction patterns of family members get changed over some time. Or concepts of respect, success, equality etc. have been changed so changes are there not only in material culture but also in our non-material culture has great influences from other cultures and societies. It's a quite obvious phenomenon which has influenced the entire globe." (Pa-22)*

Within the past two decades, the flow of globalization has had serious impacts on Pakistani culture. The lives of a female regarding globalization have been influenced to a greater extent. The culture has been in a shift from the traditional religious ridden towards a more modern and liberal one and it has been identified by the people as the need of the time and space. In terms of economy, politics, and even religion, people have adopted a more secular and liberal opinion to even criticizes and promotes the new ideology of modernity. The next excerpts illustrate an adequate explanation of the idea under study:

> *"In my view, Globalization has brought multiple ideas in the form of mobility is capital, organizational structure, new discourses and a new transitional move from a very traditional towards modern not only the form and format of culture but even in the*

associations of people as well interaction. Western culture in all respects including its norms related to social, political, and religious have been the core value of the time to many people. I would say the culture has been dominated by neo-liberalism not only in the rights and duties but in many spares of life." (Pa-23)

"Our society is resisting in certain aspects of culture e.g. family institution is preserved from divisions still we are predominantly living in a joint family system. However, at the other end acceptance of globalization is increasing day by day in some other dimensions of our lifestyle, particularly our youth is vulnerable in this acceptance case of global influences. Youth is with the viewpoint that they are getting more attraction of western lifestyle and other opportunities from global openness." (Pp-7)

"Gender roles have been changed over some time, now women are becoming more active in different domains as compare to men e.g. in higher education number of women is increasing day by day and the dual-earner system is getting more appreciation in society. Now under this global influence, women's life is becoming more challenging because they have to go through dual subjugation i.e., they have been expected to do jobs outside homes and also perform domestic chores too." (Pp-3)

"I believe there has been a lot of space created for women in Pakistan, so now it's up to them how they will avail these opportunities as I do believe women have great potential, courage, and wiSDom to take their lives to the optimal extent of success and development."(Pp-4)

Globalization is of different types as one is technology-driven and the other is market-economy driven. When we talk about the market economy it always comes with maximization of profit objective to any society so having specific hits on people's attitude, behaviour, and lifestyle. However, modernity is attached to the market economy as you will hardly see women in purdah (veil) at KFC or McDonald. In societies like ours, put a dent in traditions, rituals,

customs, or value systems, and beliefs is very difficult, so we are in a transitional phase neither fully modern nor fully traditionalist, as illustrated below:

> *"So we can observe examples of our transitional phase in our society like that women have started wearing jeans pants but also wearing a hijab too, similarly we have now carts behind bikes previously the same job had been done by donkeys i.e. donkey carts. We are resisting globalization effects on our culture due to our identities etc. No doubt, market influence even on our culture is there. Market-economy capitalized on our needs and pleasures e.g. market say come to Cinepax to watch a movie but our culture resists so it's a dilemma we are passing through in recent times. So, market-economy has its dominance and changes occurred because of it becomes part of the culture over some time in any society." (Pj-10)*

Change is always dependent on adoption, unless we are not able to adopt the global culture, we can't play any effective role or have any standing in this era. There is nothing wrong with accepting other's cultural traits or values by remaining intact in your own culture. Take for example this excerpt for further understanding:

> *"Globalization is a very tricky term, we can see it's two versions in the west, one system of society is welfare states based like France and other western societies and other is pure capitalist i.e. USA, yes! I am afraid of the pure capitalist aspect of globalization. Rights are more protected, and equality is based in welfare states, however, the capitalist system is more based on hierarchies and inequalities. In capitalism, there is no concept of legislation; you can't raise voices, no concept of permanent/regular jobs, and you just live a contract-based life i.e. for everything you made a contract and sign them. So, when this aspect of globalization will influence our society, we must be worried other aspect is pleasing and acceptable. We shouldn't be afraid of this outer world exposure, I do have friends of other religions, cultures, and sex but we are friends*

never felt to change my religion or culture etc. so getting exposure to the outer world will improve our understanding of our own culture."(Pj-12)

There is just a phobia created about westernization and nothing else. We are moving towards the adoptability of global culture which will improve our lifestyle and living standards. If we take the example of Punjab which is the largest province of Pakistan in comparison to Khyber Pakhtunkhwa-KP another province comparatively small than Punjab, do people of KP speaking the language of Punjab or have traditions of Punjab so if we are having differences of culture inside one society and living peacefully then what's the issue if we will have exposure of west.

Yes, globalization influencing our culture positively because it's a very living thing and keep on changing. Those cultures having the capacity of evolving and have richness embrace changes and do not try to be rigid. Our culture has diversity and the capacity to embrace global traits an example can be that our family system is altering towards the nuclear family system. Now we can see pet clinics and stores which show that now being living individuals we need the companionship of animals. Further exemplified by the participant as:

"It's because of global consciousness that social issues like child marriages, maternal health, domestic violence, women active participation in economic and political fields, and girls' education are becoming a priority of the government. In present times, you can witness many examples of husband and wife both working to meet the needs of their family, especially in urban areas. Women work/jobs outside of home domain is changing our culture as doula earning family system has been introduced in which people prefer to marry women who are educated as well as doing jobs already such phenomenon ultimately give rise to the age at marriage for women in our society. We can say that the strong urge for sons is slowly dimming in our society again especially in educated families. But still, our traditional culture which is practised in our rural areas mostly is far away from global influences." (Pj-13)

On the flip side, changes in social institutions and gender roles in this global era have some consequences to the existing indigenous normative system. In establishing this theme and its corresponding sub-themes, the researcher based on data collected, here presents the views of participants explaining the consequences of changing social institutions and gender roles in Pakistan:

> *"Our family institution is getting weak. As we can observe in the west where divorce rates are very high, unfortunately, it seems acceptable in big cities of Pakistan now which penetrate the countrysides too. This is the only "Halal" thing worst like by Allah so we must discourage such sort of influences of foreign culture by enacting our value systems." (Pp-1)*
>
> *"As per my point of view, women were more liberal, independent, and empowered at the early times of Islam means centuries back as they took part in wars and performed duties of paramedics and now we are saying that it's a male domain to go into forces and wars. So today women are not that independent and safe, they suffer harassment at workplace, outside the home in markets and even during travel." (Pp-5)*
>
> *"Likewise, the spread of religion e.g. Islam, Buddhism, or Christianity via tourism or immigration to the corners of the world is no more a new phenomenon. Yes! It's a fact too that people are becoming self-centred and individualistic being living in urban areas." (Pp-6)*
>
> *"In today's Pakistan, at a socio-cultural level family institution is facing a lot of problems e.g. parenting issues, increase in divorce rates etc. Massive transfers of the population from rural to urban areas for work or study is changing the lifestyle of rural areas which was simple earlier but now becoming complex i.e. people were sitting in the evening at common places in villages, children were used to playing with friends till evening but now such traditions are vanishing."(Pp-7)*

But the thing is that globalization is such a powerful source if u doesn't take this bus u will be left behind. So it's a dilemma that it's just like a situation that once upon a time people were used to living in villages with a very different kind of and a very beautiful life but in search of education and job they have to move to cities. So, in this case, you have to leave behind that kind of lifestyle as said earlier there is the cost of every development. And that is the cost especially

when we talk of our indigenous traditions, indigenous culture, so for that, we have to pay that price. So, have we lost our culture?

> *"We haven't lost but now when we use terms i.e. culture, identity these are fluid terms. These are not static or frozen in time concepts; they keep on moving and changing from one culture to the next and merge of cultures. We can't say everything but we can see changes are coming in our culture because of media i.e. human relationships which were quite strong in past and like two-three families were living together, so now just because of industrialization and global culture even in one house situated in a city is no one home, in house brothers and sisters are not sitting together and they interact via cellphones, saying come down its lunchtime or come for dinner etc. so the outcome is that alienation, that loneliness and that isolation which was not there in the past."(Pa-17)*

And this kind of alienation in the west has created a lot of problems, particularly psychological problems. They feel that we are left alone, on the one hand, that shelter of religion gets weaken and on the other hand that strong human bond gets weakened. And the ultimate end is that you will feel left alone and that will lead to lots of psychological issues.

So, if we look at the good side we are moving towards harmony and the shared side of humanity is there also becoming urbanized too. On the other end, it is becoming difficult to conserve our culture, our values, and our belief systems which differentiate us from others. For

the older generation, the globalization process is not so appreciable but for our young generation, it has lots of opportunities and attractions.

5.2.3 Theme# 03: Economic Viability & Globalization

Like many other developing countries, Pakistan is experiencing the effects of globalization in many ways e.g., bringing more investment, technology, best global practices and creating employment opportunities. At the same time since the government isn't taking enough measures to meet the requirements of globalization, it is affecting the local industry that is losing its competitiveness, causing brain drain where talented people moving to other countries for better income levels, affecting the family fabric, growing rural-urban divide, environmental fallouts etc. As economic viability or effects of globalization has provided opportunities for developing countries, that it expands the size of their markets for export and attract foreign capital, which aids development. Foreign investment is conducive to a transfer of technologies and know-how, which increases productivity (Shah, 2019). Well, with globalization what happens is that we become a part of a big world village so we can't live in isolation in return we depend upon different countries for different things. For that you have to be economically very strong, have set priorities, you must know from which country what you can get and what you can offer, so you can put your influence on others as compared to just get influenced. Unfortunately, Pakistan like many developing countries has not yet fully prepared itself to blend with and take benefits from globalization. Different views of the participants about the presented theme are shared in the following excerpts:

> *"Globalization has impacted Pakistan's economy in many ways including economic opportunities, MNCs operating in Pakistan who bring in certain advantages, huge resources and investments, technology, innovation and expertise, large scale projects like CPEC having tremendous potential for employment, growth of local industry and improved infrastructure."(Pj-14)*

"I think in the present circumstances, the CPEC which is an economic "corridor" between China and Pakistan may be a game-changer. If we look at the global power dynamics, the world is changing and China is emerging as a big economic power, there was a time when in the cold world war era we were having the USA and the USSR then after the demise of the USSR we became a unipolar world in which, however, USA is losing its status as a sole superpower now and China has gradually increased its influence globally. So now the world is moving from a unipolar to a bipolar superpower system. With this globalization the idea of having great powers especially in domains of economy and politics internationally belongs to the USA is fading now."(Pp-1)

"Quality of goods and services has been improved over some time. Production increased due to the use of efficient technologies in different sectors of the economy i.e. agriculture. Foreign trade and investment have created employment opportunities as well as competition for people in Pakistan. New occupations require new skills which our people lack and this in return creating gaps and unemployment in society too." (Pp-2)

"Technology has brought a great revolution to boost the economy e.g. computer, internet, cell phone etc. are now having big market space in Pakistan. Specialization in different fields has emerging new professions and occupations here. But the increasing influence of Multi-National Corporations-MNCs e.g. food chains and personal care products is creating vulnerability for the indigenes market production too." (Pp-3)

Women involvement in economic sectors has been increased in recent years. Paid jobs for women are a modern phenomenon that has been always challenged by inequality in the economic sector's workforce. Previously, pieces of evidence show that cultural practices with the inertia of longstanding religious, legal, and educational conventions restricted women's entry into the paid economy even today women are paid very low especially in the agriculture

sector economy of Pakistan. Women were not in high-up occupations and paid professions because they were lacking high qualifications or university education. This economic dependence has remained there in the west and America till the 20th century too i.e. Cambridge University validated women degrees in late 1947, even after a long criticism and debate (Trehub, 2013). The explanation of a concept, excerpted below, illustrates the researcher's argument:

> *"In past years, Pakistani women were knotted with teaching and nursing professions only. Now women are in various fields like in forces, flying aeroplanes, in engineering, in secretariat etc etc. so there is a lot of space now for women, yes we do comes to know about the negative influence of women economic independence when hearing about a woman that she runs away with someone of her choice or got court marriage with someone she liked without consent of her family so such incidents can put blocks on a way of women 's empowerment in our society, because of such incidents we are not able to get maximum benefits of globalization."(Pp-4)*
>
> *"In current times, our revenue is generating mostly from clothing industry and it's the 3rd biggest source as 1st is food and 2nd is marketing all over the world. So, the technology and fashion industry in this global era is an engine of any economy. We can witness trends of women participation in these industries increasing day by day." (Pj-13)*

Even in Pakistan trend of beauty salons, fitness centres, and boutiques is mostly run by women entrepreneurs. It's the era of ideas; just look at the different cultural events and ceremonies e.g. marriages in our society how much it becomes commercialized. Now many occupations have been generated just by this one event i.e. beauty salons, jewellery designing, dress designing, food, wedding marquees etc. Today, we can apply tuition money to various study abroad programs. Students can spend semesters anywhere, from the USA to Germany,

to China. They are coming back with new business ideas and contacts which are boosting our economy now with new projects in different fields, further respondents explain that below:

> *"Our Pakistani diaspora and specialized engineers and doctors etc. are serving globally and sending back remittances to Pakistan which is bringing improvement in families' lifestyle here. Now we are moving towards a dual-earner system which is a new emerging trend in Pakistan that not only male is earning the bread and butter for a family now women also have started contribution in the family economy." (Pp-6)*
>
> *"We are utilitarian's i.e. concept of wedding halls or marques are what, it simply providing a solution to our many problems at one place and we utilize such products offered by economic-globalization. So, globalization's economic influences are strong as compare to cultural impact. We can see now that women are economically more active in Pakistan for the last few decades. Their employment ratio has been increased especially in upper-middle-class over decades though its pace is still very slow due to cultural resistance." (Pj-10)*

In the economic domain, we can see that global influence has expanded the size of markets for export goods and services. The transfer of technologies has somehow increased productivity in different sectors. We can observe that healthy competition among different organizations and firms' benefits consumers who can access their products at increasingly lower prices e.g.

> *"Now middle-class people have access to branded attires, variety of food, digital products, and auto vehicles etc. now communicate with people around the globe has its cheapest cost because of internet and cell phone and telecommunications industries. Generally, it has increased the standard of living of our people and free trade can be seen as an indicator to reduce poverty, but the pace is very low because of our socio-economic and political conditions." (Pp-7)*

In economic competitiveness, globalization played as that tool that created competition among countries. Initially, this competition is with external factors, but then gradually internal players bring improvement in themselves and come up with innovations as excerpted below:

> *"Our per capita GDP has increased to 4-5 thousand dollars, however, if it reaches 10,000 dollars then it becomes difficult to run a household so more people needed to be involved in economic activities. In the joint family system, there were only one or two members actively engaged in economic activities which are breaking now and will enhance individual independence and dignity. Now people have started hard work for themselves and their families and are more focused on their families. Now such changes even at the family level are generating new economic opportunities i.e. daycare centres, old age houses, pet clinics etc. because previously all such needs were fulfilled in a joint family system." (Pj-11)*
>
> *"This complex industrial and technological era made it so easy for buyers and sellers both the online businesses as an option. The same trends influencing our society too look at the examples of "Careem" and "Uber" cab services available on one click or "food panda" online food delivery service, "Zameen.com" for property related matters, "Pak wheels" for automobiles or even now everything can be ordered or sell online from food, clothing, property, vehicles, electronic goods etc. etc....." (Pj-13)*

Now we have ever changed the dimensions of import and export mechanisms. Production organizations looking for cheap locations for industrial setup across the globe, wherever, they have minimum hurdles for production of goods and services, so the isolated economic market concept has vanished now. Local industry is in danger of its survival because of this increasing competition and easy transportation and availability of goods and services from the other parts of the world. In recent years, China has captured almost the entire world economy, its production hubs and export of goods and services are available in almost every country of the

world including Pakistan. So, business concepts and models are changing now, they are not confined to one country or one region rather have networks now everywhere across the globe. This scenario presents the contradictory views of the participants to positive influences of globalization on the Pakistani economy here as extracted:

"Look at the economic situation of Pakistan we are just the consumer society which has nothing left at the production side. The reason is which preparation was required to compete with the world economies we didn't do that, and the result is in front of us that our industry is squeezing day by day. Even in those areas of production in which we are good enough i.e. cotton and other food crops we technologically failed in that so

not able to get market and export our products properly. Furthermore, it has now less costly to import such goods as compared to its production in Pakistan. So, production is more costly, and import is less expensive in comparison which has made us a consumer society ultimately. Though we are an agrarian economy, we didn't go for the latest technologies of agriculture and used too with the old techniques which are now outdated in the international economic market." (Pa-22)

"I think countries like Pakistan or any third world country our policies are not independent because we need help, we need support from countries like Saudi Arabia, USA, China etc. So, this kind of help doesn't come alone, we have to serve some of their interests as well." (Pa-17)

"Look if we see the global influence in the economic domain, then I must say that at macro level economics we didn't get benefited by globalization. Pakistan is a failed case of globalization from various points of view, if China is a superstar of globalization then Pakistan is a loser at this point of economics. Pakistan didn't get successful to develop diplomatic ties in an economic sector with the world yet so far.

At micro level economics, disparities have been increased in Pakistan e.g. it has never been observed that much income gap between the rich and poor that we are experiencing now. Some people are earning Rs.10, 000 as well people with 3,00,000 are very common in recent years. And people with low skills and education has no more value left in the economic market particularly women who were already with low education and skills." (Pj-9)

Globalization has variant effects on the Pakistani economy, on one end it is opening opportunities so on the other end increases vulnerabilities for the indigenous industry. It has provided new professions, skills; technologies as well as made us a consumer economy. Regrettably, we didn't chase targets set by globalization in the economic sector worldwide. We didn't prepare ourselves for global economic challenges neither produced skilled manpower accordingly. The reasons might be, instability of political and democratic process or security threats for foreign investments remained over years in Pakistan. So still we are hanged in between agriculture and industrialization. The central argument is to talk about globalization variant influences on the economy of Pakistan. There are results in support of bright aspects of global influences and results are indicating increased vulnerabilities in economic sectors.

5.2.4 Theme # 04: Global Power Dynamics & Politics in Pakistan

As economic and political institutions both are interconnected and interlinked so changes in one have effects on the other. Globalization is everywhere and its impact depends on a country's socio-economic and political conditions. Globalization is also emerging as a driving force behind national policies and the process of democratization of developing countries. Local and national values and identities are being submerged by globalization (Bajwa, 2009). It has its strong influences on Pakistan's economy and politics too. Like many other 3rd world countries, Pakistan also experiencing its diverse effects on society i.e. women are participating more actively in politics, business, and government affairs. Politically we are not living in

isolation; we are surrounded by superpowers as well India, China, Iran, and Afghanistan, also near future is of Maritimes (Arabian Sea). So, all these have a strong impact on our region's politics too. Globalization influences on Pakistani politics shared by respondents are presented here in form of excerpts from their in-depth interviews as:

> *"We are not living in isolation, globalization influence on politics can be easily observed by the presence of international organizations in Pakistan, international treaties that Pakistan is a signatory of, participation of Pakistan in UN different missions etc. our issues such as terrorism and Kashmir dispute are now international concerns of peace and security."(Pp-7)*
>
> *"As far political influence is concerned, we are more democratic now. International economic influences have its impact on government's policies too related to education, poverty reduction, governance, and development sectors etc." (Pp-1)*
>
> *"Women are now free for the casting vote and support different parties according to their will. They are supporting and attend election campaign on their own choice." (Pa-21)*
>
> *"Political awareness about democracy has increased. Now we are having improved laws for discrimination, subjugation, violation, oppression, and harassment etc. situations in the country. They are now having compulsory 5% representation in general seats in politics and 10% in case if in any constituency women voters do not come for poling that poling result will be declared as null and video. Such initiatives are ensuring women involvement in politics." (Pp-3)*

Due to media, especially social media enhanced access to information about political matters, issues, political reforms, government ruling etc. It becomes easy now to run a campaign, reach the voters, and agenda sharing depicted from the following excerpts as:

"Like the formation of new laws for harmful customary practices is done only because of public pressure put up via social media on government as well awareness about women rights globally. Masses are becoming more aware politically and our youth participation and support in recent elections of 2013 & 2018 is the example that how this education, awareness, and social media mobilized our youth politically around the state." (Pp-5)

"Politically we can see many reforms in-laws for women, religious minorities, and for transgender e.g., child marriage, honour killing, divorce, inheritance, The Transgender Persons (Protection of Rights) Act etc. in recent years in Pakistan. Civil society and NGOs have establishment and working for many years in different fields and running different movements independently including feminist activists, religious activists, and political activists. We are ratified many UN conventions/ Treaties related to terrorism, violence, transnational organized crimes, drugs, climate change and environment etc." (Pp-6)

"With more free and fair access to information, public involvement in the national and international affairs has increased over time. The governance system also improved to some extent. The accountability at different levels also improved due to better access to national and global information." (Pa-18)

"Politically too, countries can't work in isolation now we can see i.e. issue of "press freedom situation" in Saudi Arabia that how it has been responded globally. Our issues of terrorism and Kashmir dispute are of international concern and the world community is responding on these issues to be get settled because these are not only the concern of the Pakistani government rather it has great consequences for the neighbouring countries and in the larger context for the world peace and sovereignty." (Pp-2)

So a country must be equipped and prepared for such sort of challenges because today's Pakistan is not of the 60s and 70s of Pakistan as at that time there was only the UN and some other international organizations to influence but now social media, Twitter, Facebook, and because of a world becoming a global economic village we have to prepare ourselves to face the facts from different powerful countries from different economic powers, so we have to be capable of encounter them in our very way.

However, at the political front there is still stubbornness i.e. since the introduction of a quota for women in the political process we can see they are just proxies of the elite families whose males are already politicians *but*:

> *"No doubt gender gap has been reduced in political structure, debate on different women related issues increased and women politicians have raised their voices for gender legislation in parliament now, so change is there. Women politicians are now coming up with more bills, more actively participating in debates but as most are selected so their voices do not get the attention of the parliament at times. On the other hand, still, some sort of stubbornness in the form of real women politicians is there as mostly political matters are dealt by men politicians." (Pj-10)*
>
> *"Politics in Pakistan is not confined to elite class anymore; there is now a depiction of educated and working class too. If we look at the political side this debate of reserved seats for women has had a trickle-down effect over fifteen years by having more and more women elected on general seats. Although it's not happened to that extend that was hoped for. But I must say women setting in parliament are having more comfortable and acceptable environment now." (Pa-26)*

We can link the political influence of globalization with the conservative circle views that came from the world about it. The recent political movements in Pakistan are the outcome of global influences i.e.

"Fumiko Hayashi (Japanese Politician) book which is on identities is an example that reaction to globalization has emerged as identity politics because globalization has threatened identities. Once, we had religious political parties whose emphasis was based on religious ethics, but recent religious movements are based on religion as well as on identities too e.g. Khadim Hussain Rizvi's doctrine. Imran Khan's speeches also predominantly emphasizing identities. In Pakistan, there is unrest due to this vastly influencing globalization and in reaction, movements are emerging and bringing changes in our political system too." (Pj-9)

Politically globalization has led toward the formation of Global Governments / Cartels of governments who dominate for their economic interests. The role of organizations like IMF, World Bank and WTO has also increased tremendously who are regulating relationships between governments and grantees as excerpted below:

"I think it's very interesting that if we look at politics, it's directly linked with the economic interest of the countries and that's why we have a very interesting term these days "political economy".....so you are independent but you are not independent. Powerful countries have their interests and they would like to influence you, not through forces but ideas, through the economy, through political systems. So, we do see that powerful countries do have their influence on our political system. They do have their contribution in changing the governments even, so no doubt about that." (Pa-17)

"In the political domain, yes! The flow of information put an impact on political awareness among the masses here in Pakistan. Such influence has affected our national and domestic policies as these are now having much interrupted by international actors/agencies and we can't do the decision making independently. So, whenever you don't have economic independence then you can't think of political independence and the same is the case with us. All of our political decisions ' dependent on those countries

upon which we have an economic dependency. To somehow, such countries interests are attached with whatever politics is going on in our country and they always try to influence. They always try to bring some people in top tier politics that can provide support to their interests and agendas or at least not harmful for them." (Pa-22)

We are geographically placed at the centre of the region so can't be isolated from the world as the developed world has its interests here. So, internal politics is no more an internal matter of current times for societies like ours. Pakistan also needs to work harder on political stability, consolidation of democracy and continuity of its policies to reap full benefit from globalization (Shahzad, 2015). Now international, national, and domestic politics are linked with each other and putting influence on countries economic and political affairs. For example, they fix the extremism definition of their own on us; their criticism of our institutional systems is not for us rather it's for their benefit. World politics has been changed tremendously in the last three to four decades because of such influences of international actors/agencies. The non-existence of transparency in our politics is a matter of concern for them and that's why whatever financial aid they give us it's always conditioned with so many things they ask us to do and ensure.

5.2.5 Theme # 05: Impact of Globalization on the lives of Women

Globalization is unavoidable, ambivalent, and a complex phenomenon having variation in its influences for countries and then for women. As discussed earlier, now women are playing an active role in all domains of life, a shift towards more egalitarian gender roles and norms has also been facilitated (Kad, 2016). For Pakistani women, globalization has had different impacts. It changed the standard of living and the accessibility of opportunities to women in the diverse windows of life. While it has opened a lot of horizons for them in terms of access to technology and giving them a sense of freedom, it is to be noted that the changes have affected particular classes and groups. On one hand, these choices, opportunities, employments and advanced technologies bring prosperity, freedom and success for women at the same time

it has burdened the women with household responsibilities as well as her role as a wage earner. Further, the current theme suggests a mixed verdict on the positive and negative fallouts of globalization for women, two sub-themes emerged including: "Pragmatic Influences of Globalization on Women" and "Ineffective Consequences of Globalization for Women".

5.2.5.1 Sub-theme # 01: Pragmatic Influences of Globalization on Women

There are positive changes due to globalization that our women are experiencing here in Pakistan and we should acknowledge them. Information, awareness, and knowledge availability has positively influenced women's lives. They can move easily anywhere, getting an education and jobs. Even for a housewife, it's easy to manage domestic chores now comparatively about 30-40 back period. Because of awareness via media and education now they are performing their roles of mother and wife in a more effective way e.g. they are more aware of their children issues. They are open to learn skills and utilize these skills to contribute to the family economy, in return influencing the country's development (Kaur, 2018). The following quotes illustrate the views of the participants regarding pragmatic influences of globalization on different domains of women's life:

> *"I used to say that Pakistani woman is an "Indus Woman", who has of thousands of year's cultural heritage, identity, language, and belief system. In South Asia, Pakistani women have multiple identities as being "Indus Women" so our women have this capability to absorb new changes as this age demands. We can see them today as housewives, working women, professionals, business entrepreneurs etc. etc. but the question is this whither these identities are in clash with each other, I must say "No". All these identities are an addition to their "Indus Women" status and making them more influential and confident. They very easily co-exist with their male counterparts in different domains of life." (Pa-24)*

"In politics, one of the well-known examples of female leadership in Pakistan is the two times elected female Prime Minister Benazir Bhutto. In our Khyber Pakhtunkhwa- KP now the Pashtun women are participating and playing role in politics, which was not at all traditionally their domain, so things are changing now. They are more aware of their rights and have access to better health facilities." (Pp-3)

Generally, they are getting more education, becoming more visible in different fields of life. Yes, in the west there is a perception about Pakistani women that they have been abused, exploited, ignored, and their rights have been violated so the scenario has been changed now. Women are

having greater control over family matters as perceived. This has become increasingly true, for some decades, the typical picture of women status presented in media was quite depressing; males were even able to exercise their power and strength to control women's lives but its decadence can be observed in the last two decades in form of improved women's lifestyle in Pakistan. Participants' views have been excerpted as:

"Due to international pressures, there are changes now in-laws, especially government is eliminating negative customary practices, prejudices and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or stereotyped roles for men and women. It has brought awareness about women rights via NGOs and INGOs, but its scope is limited to urban areas of women. Though women work contribution in Pakistan is unrecognized, but they are now becoming visible in paid jobs. Women are becoming more modern and prefer to have a nuclear family to live in now." (Pp-2)

"...So it's because of access to intensive global research even in the field of religion which has proved many religious misinterpretations about women wrong i.e. they can't work or business, or go for higher education as it's been proved by religion Islam that

our Prophet Muhammad (PBUH) wives "Mothers of the Believers" and other poised and noblewomen at early times of Islam participated in wars, performed duties as paramedics, and they did businesses too. Islam gives full equality to men and women in both public and private spheres." (Pp-4)

"They are now visible in multinational companies, media, police, and armed forces, medical and engineering professions which are reputed and highly paid professions in Pakistan." (Pp-5)

It has been observed enormous changes occurred during the last two to three decades in family perceptions towards women in Pakistan. There was a time a girl's marriage was a priority

of parents and society but over a while, we can see a change in this practice which has been replaced now with girl's education and their entry into the workforce. Participants described their views in the following ways:

"Now their entry to the workforce has enhanced their competition capability in different fields which in return enabling them to acquire higher and higher education and expertise. Now women are more aware of their health and economic conditions so not having many children, now they prefer to have two or three children so in a better way they can socialize them and fulfil their needs. In older times, if a female was engaged in paid work that wasn't considered reputable for the family but now families feeling proud on their women's jobs." (Pp-6)

"Yes! There are changes in recent years; the plight of girl's education has been highlighted by NGOs as well as government's attention. In Punjab protection of women against violence bill-2015 has been passed as well as other initiatives have also been taken to bring improvements in women's lives particularly at a domestic level." (Pp-7)

"Women now have options to leave abusive marital relationships and live an independent life so for women in Pakistan this globalization is positive. For women, globalization will bring beneficial consequences because in future individual dignity will be enhanced and they will feel more confident and appreciated by society." (Pj-11)

"Acceptability has been increased about this thing that women are also human. Now it's becoming part of our priorities to give importance to women to choose their choice of profession and education at least at the middle-class level if not yet in the entire society." (Pa-22)

There are different aspects of globalization, in terms of material changes in the life of women yes, globalization has its influence on women. As far as global information mechanism is concerned, men are more benefited by this access to information as compared to women in our society. So, access to information, communication devices, mobility, freedom etc. is more accessible to men in our society. But if we compare women's life today with two to three decades back then we can say there is a lot of changes that can be observed. Technology influence can be observed as excerpted below:

"Today's women are more aware, more informative, and more logical. Due to means of information and communication tools, they are having more options and choices in their lives to spend in a better way. They are having ease in mobility, their increased access to health services decreasing the maternal and infant mortality rates in Pakistan. In the education sector now women's visibility can be observed. Now our women are more informed so can't say how much improvement it's bringing in their life if they were two steps backwards so now six steps forward too. So, chances are there even for women living in rural areas of Pakistan." (Pj-10)

"Particularly middle-class segments have started using smartphone applications teaching them new recipes and are watching TV shows which helps them in comparing their local standards with the developed world. Some of the foreign women activists groups in countries other than their own now fairly accessible for these Pakistani women to watch on TV screens or their Facebook have encouraged them to take a more active role in their society as well. With increased educational online facilities, they can upgrade their knowledge and skills." (Pa-19)

Globalization has influenced women in different areas of life like open the doors of higher education for them, made them aware of their rights, and has enhanced their confidence. Women have made their space in different fields/professions as expressed in the following excerpts:

"Previously, women were confined to education or health sector jobs but now they are in journalism, civil services, and sales/marketing jobs and even now we can see them as bus hostess etc." (Pj-12)

"Yes, changes are there now we can see many women driving cars. Pick n drop of children from schools, grocery shopping etc. are predominantly done by women/mothers as previously were the jobs of men/fathers in our society. Women are doing businesses that are becoming normative now. In the media and marketing sectors, there are a lot of job opportunities for women and we can observe women in certain fields. Modernization influence is there in a selection of many children's birth; Women are now more vibrant and participative in different fields of life as compare to previously just confine to four walls of the house." (Pj-13)

"Globalization provides opportunities for women to work, and they are now a larger part of the workforce. This has not only given them opportunities for higher pay, to increase their self-confidence but also to make them independent. This further have

brought equality between the sexes, which to many was a dream in the country. It has also uprooted the traditional views towards women so they can take an equal stance in society." (Pa-23)

Globalization has opened up many avenues for women in the third world as well as regarding our country. It has provided lists of opportunities for a female to participate in the social, cultural, economic, and even in the political spheres of their lives. On the very positive side, globalization has brought changes in all areas of female life in Pakistan.

5.2.5.2 Sub-theme # 02: Ineffective Consequences of Globalization for Women

Globalization has had such negative consequences for women and children that some respondents argued that "globalization is a double edge sword for women". If we look at the majority working class in Pakistan, there are disruptions created e.g. migration from rural to urban has increased as well as economic disparity has reduced women's empowerment. Similarly, male migration from rural areas to urban centres has put women under the triple burden of homemaking, farming and job in the rural sector. At the same time, the migration of women for economic reasons has led to increased exploitation including sexual exploitation and trafficking (Yeoh & Ramdas, 2017). While many gains have been made, still there are huge challenges regarding bringing improvements in women's life in Pakistan. A stronger and more vivid presentation of the theme is in the form of excerpts presented below:

"When families migrated to urban areas they are having their problems e.g. the women who were previously confined to their homes and agricultural fields now have to work as domestic labourers/maids, in factories etc. which has increased their vulnerability and are becoming victims daily of different types of abuses and violence. Also, the attraction of city life and lifestyle has become a desire and to fulfil it they are coming into sex jobs e.g. into prostitution in cities and it's becoming so much common phenomenon and occupation nowadays in major to comparatively small cities of

Pakistan. So, among other reasons to get into this occupation, those dreams which media inculcating into young girls and women e.g. to have a new cell phone, designer dress, and other things which others have also included. Freedom of mobility and having means of communication make it easy for them into this practice as well as made it common in urban areas the male/female illegal relationships." (Pj-9)

"But this excessive migration we are observing in Pakistan has its pros and cons e.g. people leaving the cooperative, clean, and peaceful environment of countryside and rushing towards the urban hubs which are overcrowded, polluted, and more individualistic and materialistic. This mobility is a threat to family units and fabric in Pakistan. Now global trends have been changing, people moving back towards family reunions e.g. recently waved in America." (Pp-3)

"...on the other hand, the issues of providing safe places for children to be nurtured are decreasing. The reason being the absence of both the parents as they are busy working outside the home. This has a psychological impact as these children will grow up to be traumatized adults if they experience abuse. A lot needs to be done to make the world safe for mother and child." (Pp-8)

If we look at the other side, the same thing of multiple opportunities of job, we see that the women who are working are having expectations of their workplace and there are expectations at home as well so not that they have done the job and things are ready for them at home. A comment by Pa-17 underscored this point as:

"I think especially for women this dilemma is there. Society would like to see them as a woman at home but at the other end, they expect that they should equally contribute to the economic development of the country. So, I think within that women in Pakistan, would go for a job and come back and do the other chores at home so when we talk of

exploitation that is the exploitation. Plus, the treatment at a workplace is another bullying thing and that is another problem." (Pa-17)

In addition to the above, when we look at this globalization and the overall role of media and the role of ads and movies and films there is extra pressure on women. A large sum of your budget is going to this cosmetic industry, the pressure is that especially on young girls when they see the ads and see a social pressure of a standard for them, as participant further stated:

"... if we look at the matrimonial ads in India, in Pakistan and Sri Lanka you would see that the expectation level is this much that expectations are not from men that the girl should be fair, should be tall, earning and living in a posh area and these are unrealistic expectations and media is playing its role in it. I think if we look at that perspective, there is extra pressure and many types of research talk about the psychological problems that young girls are facing who are living in third world countries like Pakistan." (Pa-17)

"Similarly, while a woman from an urban area is using it as a tool to change her life, the urban woman from an underprivileged class is trying to understand how to survive in the rapidly changing cities. Also if we see it in the context of technology, patriarchy is trying to control the use of it like mobile phones are often considered a tool for women to go 'corrupt' with regards to the morality enforced by men."(Pj-15)

However, still many women facing gender discrimination at social, religious, economic, and political levels e.g. in many areas of Pakistan our girls have not been able to attain school education, health care, protection, and are vulnerable to exploitation. Other participants views are excerpted here as:

"On the negative side competitive market forces, political clientelism, and social divergence have adverse effects on women's lives in Pakistan. Due to globalization

political system has completely changed regarding women participation in politics." (Pa-21)

"When we look at the history of efforts that have been made and you realized that the history is very vast and there have been putting so many efforts over decades but the changes that have taken place are as a result of various other phenomena's which have happened. Education primarily has the fact that where a lot of women getting in and now in recent past is the media. You know such factors perhaps have created more opportunities for women's empowerment than the initiatives which about globalization take stance have taken up by different organizations and different governments at large." (Pa-26)

"So whatsoever changes are there in our society are because of external pressures otherwise there wouldn't be our free choices. For example, they are expecting gender parity from us so do you think so in papers or a specific community if it has been exhibited, is it a real phenomenon or situation? So, such changes have been experienced in overall society? No, it's not the case. So, I don't think so if there is any improvement or betterment for women of masses but yes for those who were already favoured getting more facilitations and benefits out of this openness towards the outer world. Generally, we can say that we are not that conservative that we were used to be." (Pa-22)

At the surface level, there is international pressure from different corners on us as a country to make women visible in different domains. To provide them equal opportunities, rights, and lifestyle so they can come out of their vulnerable situation and play their role in society's progress effectively. And because of this, you can see the changing situation for women in the form of current legislation in Pakistan. It's because of this global pressure otherwise if it's been done in indigenous capacity then its pace would be very slow.

5.2.6 Theme # 06: Is there any Relationship between Globalization and Women's Empowerment?

Until now we talked about the understanding of different dimensions of globalization regarding Pakistan. Now the question arises here that does globalization improve the situation of women's empowerment too? Tackling this question reveals two interpretations from participants' views. The first views globalization as a source of several benefits for them, while, the second considers that globalization has been a source of more pressures, obstacles, and responsibilities for women (Alves & Steiner, 2017). Note how the following excerpts, which represent the views of various interviewees about the globalization influences of empowering Pakistani women:

> *"We should realize that men and women both are equal and be treated equally. If such thoughts will be there, then I don't think so there will be an issue of empowerment remain for men or women. There are international bodies that are monitoring and evaluating countries profiles for gender parity e.g. UN Women, JICA, UNDP, EU gender equality commission, UNDG, UNECE etc. Such international organizations have created awareness on many women issues and bringing them into mainstream discussions. Furthermore, efforts of these organizations for women's empowerment specifically in developing countries like Pakistan are influential." (Pj-13)*

> *"Yes, of course, there is a relationship between globalization and women's empowerment. To me, both communication and mobility are huge tools of empowerment. If anyone who has freedom of mobility, and access to communication technologies can get empower. So, communication, education, and freedom of mobility have empowered women variously as per their strata to which they belong in Pakistan too." (Pj-9)*

"...But yes, we can say that economic globalization has a strong influence on breaking patriarchal system here in Pakistan." (Pj-10)

"Women's disadvantaged position has been condemned and protested in the west and we are getting its positive influences here in Pakistan now. Examples can be included as expanding rights for women, they are well educated and economically independent, and they are moving now from joint family to nuclear family system which is enhancing their independence more indifferent matters of life. Government is also taking initiatives for empowering women by providing them at small scale level entrepreneurship facilities even in rural areas so they can run their small businesses in their vicinities and can contribute in the family economy." (Pp-7)

Yes, globalization has empowered women in Pakistan but a difference of magnitude in rural and urban setup as well as of their strata is there. Women in rural areas are considered as property and honour so control on them is more rigid class wise as compared to women of urban areas. As is clear in the following excerpt from Pj-12 point of view on this:

"In Pakistan, middle-class women are vulnerable regarding empowerment, however, upper- and lower-class women are comparatively more independent than middle-class women. Women in Pakistan are having now their "say" about themselves as well as about their children's educational matters, about their job decisions, and even have greater say about their marriage decisions." (Pj-12)

Women's Empowerment is the phenomenon where women are treated equally in the important decisions made by society in its social and political spheres. Globalization has helped women's empowerment in many ways such as by provision of improved living standards with more opportunities for education and employment for them. Further, it has led to the integration of new technologies, investment and best practices creating more economic opportunities and empowering women economically. The role of civil society organizations, technology and the

flow of information has also leaded to more awareness about women rights. Furthermore, explained in the following excerpts:

"The UN Millennium Development Goals and subsequent Sustainable Development Goals have a high focus on the women mainstreaming. Participation of women in the economic development, representation in the political process at local bodies, provincial and national levels making them strengthen. And by the provision of improved healthcare facilities for mothers and children as an important UN agenda and part of SDGs is the focus of the Pakistani government. There are now legislations for women protection against social discrimination and harassment at home and workplaces active in the country." (Pa-18)

"It is clear that in 2015, the total literate population of Pakistan was 57.9%, out of which 64.2% are males and 35.8% are females and among the total female educated population, only half of them make it to higher education. This has an influence on female empowerment to a greater extent but the empowerment of women through education proves to be a major determinant of economic growth and advancement of economic development for the country." (Pa-23)

"We have to agree with the positive influences of globalization for the empowerment of women in Pakistan. Globalization has increased women's sensitization regarding decision making in different domains of life. Now we can see them in those professions i.e. flying fighter jets, aero plans, banking, IT, business, police, and armed forces etc. which were purely considered male domains. All such changes and the acceptability of women in different fields is a strong sign of women's empowerment in our society. Now our women are more rational at domestic as well as at work and market levels." (Pa-24)

Generally, globalization is playing its role in empowering women especially in 3rd world countries its influence is more effective. But if you take globalization just only as modernization then we can't get maximum benefits of this globalization. Yes, today women are more educated and earning incomes, but these are not indicators of their empowerment rather it's poverty that pushing women towards work and to get skilled because for men now it's becoming difficult to run families alone. In the excerpt below participant emphasized another aspect that:

"Mikhail Gorbachev (Formerly Soviet Politician) has written in his book "Perestroika" chapter 09 which is about women status and importance of a family institution that in Russian society influence of women work was negative not only for women but also for their families; they didn't earn that much as compared to the loss came to them e.g. family breakups, juvenile delinquency. The same is the case of Pakistan, in comparison of opportunities and obstacles under globalization for women; they are having more obstacles in the way of empowerment. I am not in favour that women shouldn't contribute to the economy or do work outside of the home domain but at least 1st priority should be the family and nurturing of the children in their early years after that they should come into any field of their choices." (Pp-3)

Like in Russia, we should develop such a mechanism that has this relaxation of duration for women, so our family institution remains intact. Now in many societies, a slogan has been raised, "Women come back home" because still there is no substitute of a mother for children of early ages so if all mothers will be in fields so who will nurture the children. This was the reason for the family deterioration in the west that all women came into paid jobs and they were not able to take that dual burden so slowly and gradually marriage and family became a liability for that society. The participant further illustrated that:

"Alija Izetbegovic (former President of Bosnia and Herzegovina) in his book "Islam between East and West" has written this book that those societies who are building "Daycare Centers" must be ready for "Old Age Houses". These are two sides of the same coin, parents who don't have time for their children today their children will not be available for them tomorrow." (Pp-3)

It's an important debate in these times. The answer to this question will be subjective and somewhat prejudiced. Globalization negative consequences have been witnessed by the west itself too, so one thing is clear that it has no positive influences in all areas of life as excerpted below:

"It has brought changes, but I don't think so our women are getting empowered because of globalization. Now because of this external influence economically and socially we are on degradation e.g. our family institution is based on a joint family system which is weakening day by day as well we couldn't become a producer country or have any role in the manufacturing world. Previously women priorities were confined to their homes and families however, now their priorities are getting individualistic and we can say becoming more materialistic." (Pp-5)

"It is perhaps written in "Bahishti Zewar" if women get educated, they will be able to read names of different railway stations and can run away from homes as well as build up illegal relations with males. So no doubt, the educational disparity is slowly reducing now because there was a time that men were scared of female education in subcontinent region as literacy was considered a tool of empowerment as women can be able to write a letter to someone or beloved. So, at that time letter writing was a strong communication tool and considered a power that must not be with women. So, availability of such things evident by literature that many a woman suffers violence and harassment too is having cell phones with them." (Pj-9)

"For philosophical empowerment, there is a need of strong systematic hit on patriarchy which has unfortunately not been done in Pakistan. Rather patriarchy has been promoted sometimes linking with tradition and sometimes with religion. So, in true sense empowerment is not there for women or we can say its pace is very low in our society." (Pj-10)

We are in a transitional phase, might be some women in some fields of life are empowered but can't say overall. Globalization has a strong influence in political and economic fields for women, but the traditional social aspect of life is still dominant for women. When we talk of empowerment, empowerment in the sense that they have better opportunities like in terms of education, they get a good education which will enhance their better chances of getting good jobs; there are fewer chances of getting exploited at home and economic independence but in Pakistan, a common observation is that even highly educated women and having good jobs they are not treated well at home and it will lead towards another kind of a what I can call it a jealousy syndrome or what but that education and that level of job and that social status is not

translated to that level of strength that we can expect in some other countries but in Pakistan, a woman might be very highly educated but when it comes to those traditions then our woman is a simple woman who has no say. These concepts are excerpted below:

"If we look at the interpretation of God as a gender of God is not defined but it is always associated with masculinity and orientation is predominantly manly, not with feminine interpretation i.e. "He the almighty God.... we do not use the word she". Still, our majority women need the stamp of marital relationship irrespective of this if it is abusive because being single or divorcee it's still considered a stigma which is slowly gradually weakening and we can hope for better future for women."(Pj-11)

"We can see some positive signs, but we can also see some negative impacts in terms of that women has been objectified.... she has become a commodity in ads and others

that is one thing. In number two, women with that kind of education and that kind of social status the kind of freedom which should have been there in Pakistani society it is still not there." (Pa-17)

"Unfortunately, globalization has insignificant impact on women's empowerment because education, employment and equal rights in a practical sense are yet to be achieved by women." (Pa-20)

"About paid employment women suffer in both the formal and informal sectors of the economy. There are very few women in the formal sector where conditions of work are marginally better. However, about the social sectors such as education and health women suffer on account of their lower position in the social hierarchy. Further, since the problems are complex, multi-dimensional and overwhelming it will take a long time for women to achieve empowerment and equality." (Pa-21)

"Current interpretations of the feminist movements in our society bring women in opposition to men rather bring them equivalent to men." (Pa-22)

"The idea being there is that there are international organizations with some hidden objectives and agendas, so they want to some sort of corrupt our society by liberating the women and inculcating very negative ideas to their minds. So, I think there is less influence of international bodies in Pakistan in this specific context of women's empowerment and a major reason behind it is our inherent distrust of anything coming from the west and developing world. I don't think that empowerment has taken place in Pakistan is as a result of globalization efforts per se." (Pa-26)

"In Pakistan, NGOs are not there for women awareness or their rights yes just for showcasing the lowest level treatment of women in Pakistan, just show you the miserable situations that women are facing or the violence and discrimination they are facing. So they are more interested in the lowest of the lowest cases of women and their

torture exhibition to the world. In this scenario, our woman becomes part of globalization. But unfortunately, these NGOs only represent urban women and talk about their rights which are not concerned with the majority of women living in rural areas of Pakistan. No doubt, women issues are now more part of national debates and discussions as compare to years back silence on women's situation in Pakistan. I can't say in the presence of strong orthodox culture in Pakistan globalization has any significant role in empowering women." (Pp-2)

No doubt these socio-cultural, economic, and political changes empower women to some extent. However, empowerment levels vary and are not the same for all women, its levels variation depends on women status in society. So, the empowerment of well-educated women is so far different from those who are working in the fields in rural areas. So, it's a complex phenomenon

as of women's empowerment and its level always determined by women's socio-economic status and background.

5.2.7 Theme# 07: Does Higher Education & Employment Opportunities Empowering Pakistani Women?

Higher education and emerging new fields have provided an opening for women to come forward. Empowerment is an evolutionary process it takes time, as a society positive view towards women's point of view is required. So, for the development of society, it is important to support and bring women into mainstream domains. As far as the number of women increasing in higher education it also opening outlets in job sectors for them too. There is a significant relationship identified between higher education, employment opportunities, and women's empowerment (Habib et al., 2019). To assess the relationship of higher education with family interpersonal relations & individual autonomy further, employment opportunities in economic empowerment of women the analysis has emerged two sub-themes including,

'higher education, individual autonomy & family interpersonal relations", and "employment opportunities and economic empowerment".

5.2.7.1 Sub-theme # 01: Higher education, Individual Autonomy, and Family Interpersonal Relations

Higher education plays a pivotal role in empowering women, especially at individual and family levels. Now emphasis on individual abilities i.e. self-efficiency, confidence, experience for getting into the workforce is becoming a prerequisite. Globalization has created a knowledge economy that crushed the centuries-old patriarchal structure which was mainly based on an agricultural economy that empowered men in societies. In establishing this sub-theme based on data collected, here present the views of respondents explaining the mentioned sub-theme:

> *"To me in today's world, education and experience both are necessary to get good jobs and have a prosperous career which makes you well-reputed and empowered in the society." (Pp-4)*
>
> *"Higher education has brought men and women to the same floor, now women are in a position that can compete with men. We can observe now a huge number of women studying in universities and different professions though still facing hurdles but the encouraging thing is this that they have stepped into the real practical world now so one day will be of their ultimate empowerment."(Pj-9)*
>
> *"We have observed in the western world as well we have an example of "Memon Community in Karachi" that whenever children have vacations or gap in their studies they have been offered internships in industries, in offices, in hospitals, in educational or vocational institutions so even during their studies they are getting experience of their relevant field of studies. So, when they come to the job market, it enhances their career opportunities and growth in the field." (Pp-4)*

No doubt in past, women's have been excluded from the practice of well-paid jobs and high-status occupations because of a lack of appropriate skills and higher professional education. But the scenario has been changed now as evident by the following excerpts:

> *"We can look to our female politicians they are highly educated working alongside with males and have honourable repute and status in the society, some examples can be found in many servicing professions e.g. medical, judiciary, education, and forces etc. of successfully empowered women in Pakistan who are proud of their families as well as for themselves."(Pp-5)*
>
> *"Now, their visibility is observable in different domains as well their jobs getting acceptability from society which is in their favour and will contribute in their strong standing in the society." (Pa-22)*
>
> *"It's so illuminating that how access to knowledge and skill opportunities has been changing women's lives in our society. Education is opening up their eyes and mind and enabling them to get aware about their potentials and the expectations of the world around them." (Pa-26)*

Again, it is the urban women who have benefitted from globalization more. With the use of technology, YouTube has also played its part in educating women as there are many pieces of training and online tutorials for them. Also, women are standing up for themselves and now scholarships also encourage women to apply for higher studies abroad. Influences of higher education on the individual and family level empowerment of women are illustrated as:

> *"Women's higher education and then entry to the workforce has ultimately brought a decline in birthrates which has improved maternal health situation in Pakistan. If a woman has fewer children so we can assume that she can in a better way socialize her children and take care of her family in a more effective manner. An educated mother has more say in decisions related to children and family affairs. If women have*

contributed to the family economy, they are appreciated and treated respectably by their families as well as society. Even in cities, women are getting married by their own choice within a family and out of the family." (Pp-7)

"If we look at the life expectancy women live a long life as compare to men but still head of a family is male so as women live long and stay longer than men so there is no issue if they lead family matters. In this scenario, if we educate and skilled them, they can more productively serve the family and society." (Pj-11)

"But I do believe education and financial contribution from women towards their families are putting a dent in our orthodox social systems. Recently one of my cousins who is an architect by profession got married and it's written in her "Nikah Nama/Marriage Contract" as a condition that she will peruse with her professional career after marriage. Such sort of examples is there now can be witnessed which is showing parents concern for their daughters' professional education and career." (Pj-13)

"So financial support of family is becoming the responsibility of women and men even though they are earning are getting spare from this role of family. Family abandonment by males is a new dimension we are experiencing now particularly in our urban areas." (Pp-3)

Higher education itself is a powerful tool of empowerment, and with specialization and self-efficiency now you can see women in high up positions i.e. director news and director current affairs are women in Pakistan Television-PTV, further examples are illustrated as:

"But we have some examples from private media channels like an owner of HUM TV channel is a female (sultana Siddiqui) or Mehreen Jabbar Pakistani film and TV director and producer or Sharmeen Obaid-Chinoy is a Pakistani journalist, filmmaker and activist so women can be good entrepreneurs with specialized educational

skills."(Pj-12)

Globalization has increased the involvement of females and their access to labour force participation and this has been brought about by female involvement in getting higher education. The increasing number of schools, universities and other educational institutions can best be exemplified in this context as can view in the following extracts:

> *"In Pakistan, one can see enormous growth in the higher education institutions and centres across the country for females. Special scholarship programs have been initiated at Universities and HEC for providing opportunities for higher education to females. About 45% of the total enrolment of 1.5 Million in Universities of public and private sectors are females, which is an encouraging trend. With access to higher education, the subsequent highly qualified females of society are empowered to play their role in socio-economic development." (Pa-18)*
>
> *"When we talk about women's empowerment strategies in Pakistan, we have micro-financing institutions which provide loans for small business to women. So, if women will be better educated, they will run such home-based businesses more effectively." (Pa-26)*

It is very essential for the development of the country that women go hand in hand with men in all spheres of life.

5.2.7.2 Sub-theme # 02: Employment Opportunities and Economic Empowerment

As far as the employment opportunities are concerned so yes, we can say that shift from agriculture to industrial and servicing mode has created job opportunities for women as they are considered cheap labour so in many industries you can observe them. As is clear in the following excerpts from the participant's point of view:

> *"In the marketing sector, you may find women visibility as well in many other service sectors too e.g. banking, media, communication, insurance etc. we are becoming more*

services sector-oriented society as compare to technologically advanced or industrialist so women participation in the workforce is increasing day by day. Though discrimination at the workplace, maternity leaves, prolonged working hours and wage gap are the few modern time issues that women facing." (Pj-10)

"Scenario is changing now; we have many women-led organizations that are working excellently even if we compare ourselves with many other nations. Women are having great potential and because of their skills they are moving up day by day because if you give favour to someone it can't empower them, so they are struggling hard and earning their prestige and position in the society." (Pa-22)

Empowerment means your share in decision making and education enables women to impart their role in it. Presently, the significant role of women's in various sectors is an indication of improving the environment for women and their empowerment in Pakistani society. Globalization

leads to the introduction of new technologies and strategies to streamline women. In the following excerpts ideas of theme are further illustrated as:

"Ministry of IT through its programs including "Ignites Digi skill Program", USF's program for bringing artisans online and establishment of National Incubation Centers are few initiatives that is changing the face of entrepreneurship and helping our youth including a majority of women to start their own business. The support includes mentoring, technical assistance, and initial funding. These initiatives have encouraged the corporate sector to jump in and now most of the NICs are supported by telecom across the country. After Islamabad, Lahore, and Karachi now an incubation centre was established recently in Quetta. Many women lead startups are hosted in these NICs throughout the country." (Pj-14)

"They are employed to higher and prestigious positions in the society and involved in high-level decision making." (Pa-18)

"To me, it's not necessary that if women get the higher education they must have to do jobs even at the cost of their family life. So most important in the process of empowerment is included in decision making at every level at different domains of life. Higher education enables women to decide when and where what is important for them i.e. family, job, or anything else." (Pa-24)

On the other side, education always brings prosperity to any nation; there is no doubt in it and higher education broadens up the horizon of employment opportunities eventually. In our patriarchal context, if a woman has higher education and job but leaves our normative lifestyle so this education and job can't have empowered her in Pakistani society as illustrated below:

"If we look into the economic scenario of Pakistan, economically women are not independent even if they are doing jobs and earning even, I am talking about the high-ups' women who are holding good positions and having high qualifications. So, if women are not financially independent, they can't be in a position to make decisions about themselves or anything else and you will always be remaining dependent and bounded." (Pp-2)

"Statistics shows that increase rates of divorce and delaying marriages are now becoming emerging social issues of Pakistan linked with women's higher education and earning." (Pp-5)

"Higher education intake of male and female is 80:20 and in jobs, specifically at key positions, their ratio is 99:01 in Pakistan. Women are struggling but there are certain hurdles for them to get empowered. In Pakistan, wealth distributed among men traditionally i.e. family assets so women dependency is there irrespective if they are getting a higher education and doing jobs." (Pj-11)

"No doubt employment opportunities for women can empower women but male dominance/ male chauvinism is there in our society which restricts women to be fully empowered even though they are having degrees and jobs. As well as there are pressures from family and in-laws for women on taking decisions independently about themselves in our society." (Pj-13)

"This cliché sphere or free economy kind of thing, we talk of reduction of state's role which means that if the state has given everything to private this means they would cut the subsidies they would cut the social side of, then their women could be the victim of this globalization."(Pa-17)

Pakistan holds the 6th position in the world of having the highest population. Women are half of the total population. But if we analyze the current status of women in other countries of the world then we will realize that the situation is not even satisfactory. Women in Pakistan generally face all types of barriers to success like illiteracy, domestic violence, lack of motivation and family support and many more. It is very essential for the development of the country that women go hand in hand with men. And for empowering women, higher education plays a vital role. Development and harmonious growth of our society are only possible when women are considered equal partners in progress with men. Economic independence and increased standing within family and society are the main benefits of higher education participation. Presently, a significant role of women's in various sectors as globalization lead to the introduction of new technologies and strategies to streamline women is an indication of improving the environment for women and their empowerment in Pakistani society.

5.2.8 Theme#08: Global Political Scenario, Pakistani Government, & Political Empowerment of Women

Before that women's empowerment was generally discussed, now the focus is on the global political role in empowering Pakistani women politically. Globalization describes the

connection between individuals, communities, businesses, and governments via growing linkages of economic, political, technological, and cultural advancement around the globe. The pace of this closer contact of worlds' societies has dramatically increased in recent years that took indigenous economic policies, laws, and social movements to the international levels.

In the last, two to three decades, globalization via self-exposure, media, international norms, education etc. has influenced the world in one way and Pakistan has also no exceptions. So, this is one way through which globalization empowered women that our women can compare their situations with India, Sri Lanka, United Kingdom-UK, Saudi Arabia etc. and raising questions which are now global debates. However, on the other hand via International organizations with the collaboration of Pakistani civil society i.e., NGOs put a major impact on making new legislations and amendments to existing discriminatory laws in Pakistan.

If we look at the scenario, in the last two to three decades there has been done a lot of pro-women legislation in Pakistan. Among these legislations, some were purely political like we have seen radical changes in the 2002 national assembly of reserving seats for women and women representation in local government elections. The Musharraf government adopted a "Devolution of Power Plan" in 2001 in which there were 33% representation given to women at district, tehsil (municipality), and union council's levels, the same way job quotas and reserved seats in educational institutions and especially women universities, harassment act are the examples of affirmative actions taken for women's empowerment in Pakistan in recent past (Alam & Wajidi, 2013). The theme is further presented in the following comments:

> *"It's a gradual process, and I see in near future that we will become out of this phenomenon of reserved seats and women will come to senate and parliament directly as elected members and this will only be possible if they get a good education and have work experience. This in return will enhance women parliamentarians' confidence and*

they will become more authoritative, will be more responsible and ultimately be more empowered." (Pp-1)

"Institute of Policy Studies-IPS director Khalid Rehman has analyzed the political progression of women in Pakistan and viewed that contribution of the South Asian women in politics is much higher especially on the higher positions as compare to many other regions in the world e.g. Benazir Bhutto in Pakistan, Indira Priyadarshini Gandhi in India, Khaleda Zia and Hasina Wajid in Bangladesh, Sokazma Puteri in Indonesia, Sirima Ratwatte Dias Bandaranaike in Sri Lanka and her daughter, and Aung San Suu Kyi in Burma."(Pp-3)

As discussed, earlier globalization has increased awareness about emerging worldwide preference for democracy which has tremendously change the concept of the formerly tight-knit neighbourhood of traditional societies. This is evident in the following excerpts:

"In the past, we were a real representation of women in politics but now nearly 100 women are there in the parliament throughout last 20years in Pakistan." (Pp-7)

"There are many initiatives taken by government for women-led projects. Enhanced world's exposure enables Pakistani women to perform in male-centred fields and their acceptability is visible now." (Pj-13)

"Pakistan is a signatory of several key international commitments to gender equality and women's rights – the Universal Declaration of Human Rights, Beijing Platform for Action, the Convention on the Elimination of all Forms of Discrimination against Women, and the Sustainable Development Goals. Based on these international commitments, National commitments in place include a National Policy for Development and Empowerment of Women, Protection against Harassment of Women at Workplace Act, Criminal Law (Amendment) (Offences in the name or pretext of Honor) Act, Criminal Law (Amendment) (Offences Relating to Rape) and a National

Plan of Action on Human Rights. Local commitments adopted include Gender Equality Policy Frameworks and Women's Empowerment Packages and Initiatives. These initiatives are put in place to empower Pakistani women socially, economically and politically." (Pj-14)

"...To some extent, as we can't live in isolation so there must be an international influence on every part of our social life. We can't exist as a close economy or political government in today's era. The quota laws and reserve seats for women in politics by government and political parties first appear in Europe in the early 1930s and now we can see its spread over all regions of the world including Pakistan." (Pa-24)

Global political scenario and Pakistani government initiatives for empowering women, recent intervention and pressurizing by international agencies, after the compulsion of 5% from Election Commission of Pakistan (ECP), participation in legislatures has been delegated to women. This has resulted in the increased visibility of women within these law-making bodies. However, this increased visibility has not translated into any significant gains for women, as female representatives are bound by their class and party affiliations. However, politically we are becoming role models now to the world. We are having more political rights as compared to western women. We have been women prime ministers and speakers so these are examples for the world in a political domain because these examples are not even can found in many western countries. Even today, women are playing their role in politics at various levels from the union council to the parliament. Following excerpts made specific points on the concept presented here as:

"Though we have such women-led movements earlier too like All Pakistan Women's Association APWA, Women Action Forum etc. but now demands are very high for women political rights. In response to this demand of political rights for women, governments initiated different timings different measures so a demand and supply

chain has been created over a while here in Pakistan. And if we want to exemplify this demand and supply chain of women political empowerment, we can take the example of Women's parliamentarians CAUCUS-WPC initiated back in 2008 including all women parliamentarians so in a more strengthen way can work for women political empowerment."(Pj-9)

"Now we have acceptance for women in politics and we can observe their participation in the legislature from local level to parliament and senate." (Pp-4)

"In our society now acceptability of women in a political domain has increased over a while. Politically we can see the changes done by the Election Commission of Pakistan-ECP of 5% seats in the general assembly for women followed by 10% female voter's presence in any constituency otherwise result will be declared as null and vide. Because there was a time when women were nowhere in politics so changes are coming through their influence will take time." (Pp-6)

"As well as they are contributing now at the local administration levels too very effectively. Now it's normative in Pakistan women's participation in election campaigns, voting, contesting elections, and administers the political tasks and obligations." (Pp-7)

We have a strong example of Benazir Bhutto as a politically empowered woman who has been acknowledged by the west too. We are in a transitional phase of development so at this stage the number representation of women in parliament is also a success even though if they are not holding strong positions or say in political decisions as excerpted below:

"Due to international pressure there is a cosmetic change in the political set up at the national assembly and local government levels but if we expect a strong impact of women participation in politics on the betterment of women's status in society so it can be an early expectation. Though we have some examples of strong women politicians

too like Shireen Mazari who is the current Federal Minister for Human Rights, Zartaj Gul the current Minister of State for Climate Change, Fahmida Mirza the current Federal Minister for Inter-Provincial Coordination, Firdous Ashiq Awan currently serving as Special Assistant to the Prime Minister for Information and Broadcasting, Nafeesa Shah, and Marvi Memon etc."(Pj-12)

"We are having women as speakers of national and provincial assemblies, IT minister, information and communication minister, leader of the opposition, and on other prominent positions. We are having a women welfare ministry in Pakistan just to address specifically women and matters related to women." (Pj-13)

"Politically too, bodies like Aurat Foundation have trained women by holding workshops to make them aware about constitutional laws for both local bodies elections as well as for the assembly. This has also perhaps empowered many women but at the same time state's role needs to be recognized because these organizations often run on a project basis depending on donor grants, and their sustainability isn't guaranteed." (Pj-15)

"In the 2013 election, the ratio of female participation in the election was very high in the history of Pakistan. In that election, political parties have more representation of female seats. The participation of women in politics from diverse areas like FATA and Dir is also a positive sign in women participation. This time each party has nominated their female representative for the general election 2018. Moreover, women are too much interested in participating in an election campaign and support their political party." (Pa-21)

"We have a reasonable representation of women in our parliament but it's a very tricky that may be a certain formula which works in other countries not working in Pakistan like this issue of some women in parliament or senate, like in Baluchistan, for instance,

there is a certain amount which was given to the members' parliamentarians for development work and that amount somehow was taken by the male members, does number shows empowerment? So, I think at the end of the day it is important that in this whole patriarchal system unless there is a change at that level, we don't see that real change that could be cosmetic." (Pa-17)

Now slowly and gradually our political system is getting free from this family's domination and providing opportunities for commoners to come forward so for women too. To respond to global challenges and changes has never been a new phenomenon for Pakistan. The level and volume of women participation vary in different timings, but women always responded to changes occurring around them. Further illustrated as:

"Even from very remote areas, we are having women representatives i.e. Tanzeela Qambrani from the African origin Sheedi community also people from Kalash which is considered a close community in Pakistan secured parliamentary representation recently. So, this trend overcomes gender discrimination at the political level over the globe because the right to vote wasn't sufficient to guaranty the true representation of women's situation in the parliament of world states. As the poet says:

"Waqt karta hai perwarish barson

hadisa ek dam nahin hota"

(Incidents can't happen at once; changes take time to happen.)" (Pa-24)

But unfortunately, mostly women of our region are facing discriminatory situations even though having women on the top of power politics. That shows if women have positions in politics it's not guaranteeing empowerment to women as further illustrated by participants:

"...I can exemplify the areas in Pakistan as well look into the life of women deprivation in Larkana (Sindh) the constituency of Benazir Bhutto, Jhang (Punjab) the constituency of Syeda Abida Hussain and Ghulam Bibi Bharwana, and Muzaffargarh (Punjab) the

constituency of Hina Rabbani Khar are those women politicians who won multiple times elections in these areas. To me this deprivation cause is that we divide men and women into boxes that women can only be best understood only if women will be there, it's not the appropriate standpoint to empower women. there are some researches shows that men can also represent women and their issues very well vice versa women can represent men's issues too."(Pp-3)

"I don't think so our government under global political pressures has increased political awareness among masses rather we have been dominated always by the right-wing politics in our country." (Pa-26)

"To me, we were more politically well-connected with the world in the 1960s and 70s when we were having BBC, CNN, and PTV now we are becoming more nationalistic in our political approach. So, our current media has a lot of local and national material available to them that they are not moving much towards international political happenings. So, women participation in politics is more concerned with our local and national situation of the state." (Pj-10)

"Here often propagated negatively about civil society and NGOs campaigns for women development as recently associated with the title of "combatting mafia/candle mafia". So, there is distrust for anything which has international backing from the west especially in the case of empowerment it's not taken lightly here in our society. So whatever the role Pakistani government has been putting to involve women representation in politics is not so influenced by globalization." (Pa-26)

"Though women are in politics but not ineffective roles, during 2002-07 I presented many bills in assembly especially for women but didn't put any impact as no legislation has been done so far." (Pp-3)

The global political scenario has its influence but unless we do not create a feasible local political environment for women so sole global influence can't empower women in our society. No doubt, global openness gives vision and insight but if our democratic system has created opportunities for women it will be more influentially to empower Pakistani women. Because if there will be only international pressure it will be having damage more as compare to benefits that's why at the local level creation of such an atmosphere that works in favour of female political participation so its influence will be everlasting. It has been discussed earlier about globalization and politics of Pakistan in general, however here this theme dealt with influences of global politics in empowering Pakistani women politically.

5.2.9 Theme # 09: Cultural Globalization and Women's Social Empowerment

Earlier this chapter highlighted the relationship between cultural globalization and Pakistan in general, however here this theme dealing with cultural globalization influences in empowering Pakistani women socio-culturally.

Pakistan is a country that has all those laws that are in favour of women. It is unfortunate that in Pakistan rule of law has not been implemented the way it should be. Just because of this reason all those laws which are related to women rights protection, regarding women status and those which ensuring women equal standing in society becomes ineffective. So yes, education and awareness have improved women status in society. If we ignore the large segment of our society and keep them deprived of their basic human rights and think of them as subordinates so then how can we say that we are living in a global world or we can expect to grow and develop? So along with this gender discrimination which our religion also criticizes we can't bring improvement in women's social standing in society. Along with other indicators of cultural globalization access to information, awareness, media, global interaction & exposure, changing gender roles, diffusion of cultural traits, transportation, and adoption of modern lifestyle are the few regarding women's changing socio-cultural status in our society (Saddiqa et al., 2019), as discussed in following excerpts which is the depiction of the question asked from respondents about awareness, media information, and global interaction impact on changing the lives of women and their empowerment at a social level in Pakistan:

> *"Yes, incredible improvement is there for women's positive image. Media is that only power source that presented our women at the indigenous as well as at the global level with their issues, problems, aspirations, and vision." (Pp-6)*
>
> *"No doubt, media is bringing global news and matters of international concern to the local levels around the world. The increase of this media access to everyone and*

anywhere has its impact i.e. Pakistan has also changed as a result of globalization." (Pp-7)

"Definitely yes, disruption in any society due to globalization is in favour of those who are excluded, this situation can be applied to the women of Pakistan. So, social change can be an issue for those who are getting benefits of the existing system and those who are not the beneficiaries of this masculine society for them these global changes are attractive and more favourable for these ignored segments of societies. For any change or improvement, there must be a desire and demand and globalization has done this job very well via access to information and creation of awareness among people and specifically in women." (Pj-9)

"No doubt, today we are talking about women rights, girls' education, and maternal health so discussion about all these issues has a definite link with global interaction and awareness campaigns. We have many a lot examples in our society of son preferences i.e. best of everything is always remaining for sons and not for daughter specifically in domains of education and health." (Pj-11)

Look at our electronic and social media you may find a lot of campaigns regarding women social issues, about these issues' sensitization, awareness, intensity, and for their solutions. Examples of "Qandeel Baloch and Zainab murder cases" are there to take up issues of rape, murder, honour killing, child abuse, violence against women to the international level of our society. Sensitization of such discriminatory and abusive behaviour towards women which leads to certain crimes in any society is necessary and I think awareness and information about women issues have created a soft corner for this deprived segment of our society. This aspect of the theme is explored as:

"Yes, the case has been observed for more changes in the social status of women. It is a fact that with the onset of modernity, influence of media, more cultural contacts, as

well as our migration, have brought many changes regarding gender development and women's empowerment and many of the issues are now becoming public."(Pa-23)

No doubt free access to information is the right of everybody but there must be some check and balance on this flow of information and awareness specifically about cultural dissemination. Article 19 allows freedom of expression but there must be some checks as even it has not that type of freedom in the USA or the UK, any government should put these necessary checks for the sanctity and sovereignty of the state. Over a while a little, but still women have to fight for their space whether it's inside four walls or in the outer world as illustrated below:

"Pakistan is not a novel country and we can't allow foreign countries/media to intervene geographically or ideologically which interrupts our belief systems, our culture, our traditions, and our values." (Pp-1)

"Information and awareness about human rights and current affairs no doubt help people keep informed but at the same time too much flow of information making it difficult for people about the authenticity of such information. So, such information specifically if it's about women at times exaggerated." (Pp-4)

"Information communication/media is a very important social institution because this is an institution which carries stereotypes, there are certain stereotypes which carried by media if you look into at the print media or electronic media and representation of women there you can see that women are misrepresented there."(Pa-17)

Global interaction and awareness have shed light on our taboo issues which are mostly related to women and bring them into the public domain for discussion which was previously considered as private or got ignored. Media also provide platforms for women themselves to raise their voices for their rights and issues and use these platforms for themselves to get empowered. The information and awareness about women in other cultures provide an example

to compare ourselves with them and in return can bring improvements in our capabilities to be successful in this competitive world. The theme further illustrated by participants as excerpted below:

> *"What women feel, think, speak, act, want, and need all their representation is there via media. They are getting benefits of social media for running businesses, using the internet for learning and teaching different skills. Now it's becoming a popular trend in Pakistan of teaching the Quran online especially for Pakistani diaspora abroad and mostly tutors are women who are doing this job from home." (Pp-6)*
>
> *"This awareness that women are equal to men, they can do anything and can bring progress into their lives played an imperative role in women's development in the society. So global interaction enables Pakistani women too to dream and desire for performing various productive roles and learn different skills that women do in other societies which ultimately boost their social standing in the society and they are socially empowering."(Pj-9)*
>
> *"If we compare women's current situation with the last 30years so improvement is there, we can see the role of women especially in media and NGO sectors they are very enthusiastically and dedicatedly working nationwide even with international media and INGOs."(Pj-11)*

No doubt, technology via media influenced women's life like on YouTube they can easily access food recipes, learn any artwork, even take makeup tutorials so much awareness and skills enabling them to start home-based businesses. So, we can say that global interaction and exposure via travel, media and information playing a positive role in putting a dent in the conservative mindset and bringing improvement in the lives of women in Pakistan as exemplified in the following excerpts:

"For instance, if we look at the dowry system which was strongly rooted in our culture it is getting weak because of awareness. Previously daughters were considered a burden but now we are educating them and enabling them with skills so now they are not only helping their parents rather their husbands financially." (Pj-12)

"Understanding and awareness have been generated there now for a non-discriminatory and non-violent environment for women in our society which ultimately helps in bringing improvement of women status socially in Pakistan." (Pj-13)

"In the Pakistani context, some development sector organizations and research organizations are working with grass-root communities to raise awareness among key stakeholders about challenges to face by women and how women can be streamlining side by side with the men, examples included, "Me too campaign" and "We Can Campaign" by Oxfam".(Pj-14)

As discussed previously, women who belong to urban hubs and privileged groups are more beneficiary of globalization and are now able to recognize their position in terms of rights and equality too. For instance, as excerpted below:

"According to the recent report of UN regarding HDI many urban women are now opting to marry later than the previous times, and they are now excising some agency over their bodies as well, They are now career-oriented and due to the boom of technology, their mobility has also been affected with applications like Careem and Uber because they are not reliant on the men of their house for day-to-day work."(Pj-15)

"Fast pace mobility across the globe make it convenient for people to adopt the western lifestyle, culture and tradition in Pakistani society. Due to modernization, global interaction, and materialism females turn brands conscious, health-conscious,

as well we can see a trend of a nuclear family system is becoming popular specifically in urban areas." (Pa-21)

"No doubt, there is a manifestation of western society in our culture and it has changed women's perceptions too regarding life. Global influence is infiltrating our culture, it's becoming purifying now by refraining those traits and rituals which are based on discrimination and violation of human rights. Globalization very effectively influencing the developing world as we can take an example of Saudi Arabia in which women are allowed now to drive independently which was previously prohibited. Similarly, in Pakistan women are now in those professions e.g. marketing, banking, media, IT etc. which were considered for males in past." (Pa-24)

Gradually social empowerment of women is becoming visible but still, home is considered their prime place to be, irrespective of this that they are now contributing to the country's development activities in various fields. Other participants talked about their views as below:

"The traditional stereotypes regarding women roles will take time to be replaced or at least get changed. Right now, they are overburdened with domestic as well as outside workplace duties. Materially we changed but ideally, it will take time, as it's difficult to bring change in ideas, thoughts, and belief systems." (Pa-22)

"So, if they get a little space today their counterparts are going far farther than them so women cannot compete with men in Pakistan. Still, majority of women are waiting even for their basic human rights i.e. education, protection, mobility, even about herself decision making etc. etc." (Pp-2)

"Unfortunately, through media, such an agenda has been propagated which depreciated the image of a Pakistani woman. The way our women are presented on media i.e. our female anchors without "Dupatta/ scarfs" wearing pant shirts so like nowadays themes of our dramas and movies so do it presents a positive image of

Pakistani woman; I think so "Not". Just replication of the modern lifestyle can't improve the status of Pakistani women. This influence of world openness can't be stopped but at least we should determine a limit of this adaptation of western influence irrespective if it's in form of lifestyle, information, awareness or global interaction via social media or technology." (Pp-4)

Technology, media, information, and global exposure are the most updated sources of awareness regarding any matter and specifically about women social standing in countries like ours except for misuse of these sources. It opens up our mind and eyes on the issues needs to be addressed on priority basis and obviously, it helps in empowering people about themselves as well about the matters around them. Especially women portrayal on media bringing awareness among common women of their needs, rights, and desires. As well mechanisms of the fulfilment of these all needs and rights. Now women are with the better options of lifestyle, opportunities etc. in this global era. Media and this global interaction motivate women to get up and do something for themselves to be socially empowered in society. Previously it discussed women status generally here in this theme focus remained on women's social level empowerment via media, awareness, and openness of global interaction. It was tried to assess those global indicators that empowering Pakistani women at a societal level.

5.2.10 Theme # 10: Issues & Challenges in the way of Women's Empowerment

Despite a lot of benefits that globalization offers to third world countries growth and development, there are certain hurdles associated with globalization which specifically hampering women's empowerment in these regions. In establishing this theme and its corresponding sub-themes, the researcher based on data collected, here presents the views of participants explaining the issues and challenges they think are in the way of women's empowerment in Pakistan. Three sub-themes were developed including, "Challenges related

to Socio-cultural Globalization", "Issues related to Political Globalization" and "Hurdles related to Economic Globalization" that hamper women uplift in Pakistan.

5.2.10.1 Sub-theme # 01: Challenges related to Socio-cultural Globalization

Amartya Sen has written in his book "Development as Freedom" that China and India got the same opportunities of globalization, but the reason China succeeded is that it has social preparedness for these global changes. Only those societies will get benefits out of globalization that will be socially prepared to accept global changes and move accordingly. It means one society must have that standard of education, skills and other requirements which are of global need. So, Pakistan remained at the receiving end because we didn't get socially prepared to change according to time as well as only those people get benefited by these global linkages who have changed and skilled them accordingly in Pakistan. The following excerpt illustrates the socio-cultural issues and challenges in the way of globalization that hampers women's social standing in society.

> *"To me, some cultural issues are there i.e. lack of female education, no appreciation for their paid job." (Pp-1)*
>
> *"We are living in a classical Patriarchal society which tends to mask the woman's contribution in all spheres of life. A patriarchal negative mindset is there so every aspect of globalization which can benefit women or can make them independent is misinterpreted here in Pakistan. Empowered women in Pakistan get taunted and society treated her as a malicious woman." (Pp-2)*
>
> *"Too much adherence to westernization or modernization is a hurdle too. Still, we are lacking the right education, timely justice, and basic human rights. For women's empowerment, the most important tool is education, education and education to me than health facilities, safe drinking water. I have surveyed women issues which resulted that most of the prime time of a women's life spend fetching drinking water as it*

considers the women's job in Pakistan. Because of non-availability of clean drinking water causing health issues for women and children which results in ever-present phenomena of poverty in Pakistan." (Pp-3)

"Globalization extinct indigenous cultures, that fear not welcoming global openness in countries like ours. Because we are living in a global world now and access to other cultures e.g. language, food, rituals, dressing, places are now not a distant matter. But at the same time, we have examples of Indonesia and Malaysia in the Muslim world that they are growing and developing along with the world though keep intact their own culture too. Being a traditional society, globalization is linked with the freedom of women which in return threaten the century's old male-dominated ruling system in the society. Just modern lifestyle will only bring our women into criticism not to empower them." (Pp-4)

"It is perceived in our traditional society that the educated and working women lose their chastity and respect. These empowered women are considered secular and such a mindset is a hurdle in the way of women's empowerment in Pakistan. The freedom women have in the west if you ask the same for Pakistani women it will also be a hurdle for women here to avail themselves and get empowered by these western ideas of freedom. The western model of women's empowerment is not applicable in our society. If we try to copy exactly that here, it will put our women on the sceptical end in society. Still, we are confused whether we should stick with our traditional norms or adopt the western lifestyle, so we are in a transitional phase from traditional to modern society." (Pp-5)

"In globalization, the main indicator is mobility and mobility of women from one place to another can have security risks, so in a traditional society in which women protection is a high value, it has not been encouraged. Because with women protection, there are

so many normative values attached e.g. responsibility, respect, honour etc. in our society." (Pj-9)

Have interaction with other societies and develop linkages with the world is appreciable for any society. Assimilation or co-option should be within limits and avoid the blind following of the west so indigenous identities remain intact and don't feel threatened by globalization. If globalization will be invasive then its influences can't be beneficial for societies in the world to follow. So, sustain uniqueness of any society, in this situation resistance to globalization is not bad. With the promotion of universal qualities such as equality, non-discrimination, and human rights then globalization will be welcomed by any society in the world. Further socio-cultural hindrances in the way of women's empowerment are excerpted below:

"Pakistani women perceive that if husband beat's them so what he is the breadwinner of the family and also the person who shelters them too. Such women's affirmative behaviour has not let the changes be in the corporate which are in favour of women and for their social improvement in the society." (Pj-10)

"We have classified fields and tasks for men and women in our society that there are certain things that only men can do and vice versa. So, this classification and division in specified boxes of gender restricting women to come forward in many domains of life. There are now many fields in which women proved themselves that they can do the same way as men. So, limited opportunities for women are hampering women's empowerment." (Pj-11)

"First of Religion, then religion, even then religion and at the end, we can say our so-called traditions which are creating misperceptions about global practices which can empower Pakistani women. Because all the women control via subjugation, discrimination, and inequality examples have been associated wrongly with religion by our so-called patriarchs. As a majority of us are not educated and aware of religion so easily believe on any such

interpretation which is not factual and just favouring men in the society, so who will challenge them." (Pj-12)

> *"Women's empowerment, particularly in rural areas is still viewed to be a threat to the honour of male custodians and as such women in these households are not quite free to make their own choices about some of the vital events of their own lives like whom to marry, when to give birth to a child, whether to seek education or not or for that matter whom to meet or to whom not to meet etc."(Pa-19)*
>
> *"1st challenge is of hybridization that everything in the world is becoming alike which has created the fear on the receiving end that their culture, literature, language, norms, and values will vanish soon as if they adopt the global trends in matters of everyday life. It is also considered a threat to our family system which is considered supportive for men, women, and children in our society." (Pa-26)*

There are so many other aspects too why the countries like ours are resisting the free flow of globalization. Again the fact that unfortunately there is a dichotomy between those who are more supportive and we can say pro-globalists and those who are anti-globalization so again the point is that everybody is pointing fingers at everybody else and everybody is saying what's wrong in the other cultures. Pro-globalist with a more modern outlook towards life and anti-globalist find more reasons to be stick with the existing social systems. In this debate what they left out is that the positive changes that globalization can bring for society and what we do most of the time are that we look at the outer manifestations of globalization the fact that globalization has influenced our attire, our language, our norms to some extent, maybe our body language and eating habits but we forget the point that about the positive changes globalization has brought to us. For example, when we are talking about honour killing, and everybody realizes that it's a bad thing but for years we couldn't say anything about it. Such

support for issues like honour killing we see now is because of education, awareness, and global interaction.

Same as equal opportunities of education, jobs, health and in other affairs of life for men and women we are more concerned today as compared to years and years back. All this awareness has been raised because of global influences and when we are not in support of globalization, we undermining such sort of positive influences too. Still, we need to change a lot the male-dominated mindset. Traditional culture is very rooted though women are struggling but still need the support of men and society.

5.2.10.2 Sub-theme # 02: Issues related to Political Globalization

If we have a rule of law and a good judicial system, then nobody can abuse the legal rights of individuals. If the legal rights of citizens are get ensured by any government and state then everybody will get empowered not only the women. Even if we want to save ourselves from the negative impacts of globalization we need a strong judicial system and good accountability system so that is important if anybody, any man or woman who wants to be successful in life they need support from the state, and the state can only help its citizens through strong rule of law along with the provision of education and skills to masses. Here views shared by the participants emphasizing those specific issues related to political globalization which hunching back women from the political domain here in Pakistan.

"The way women's representation in politics we have it's not empowering them because it's mostly nominated not elected, so by this way they will remain dependent. So, if women will be keeping on nominating in politics, it will reduce the chances of female political workers coming upwards in this hierarchy of power. Modality of nomination for women in politics in Pakistan is that type which only has space for male politician's female family members or the close ones. They have been here in politics

just cosmetically not in the real sense of politics and democracy as they don't have any say." (Pp-3)

"International organizations influence also creating problems for governments to cope up with their agendas which in return discourage the international civil society interference on local social issues." (Pp-4)

"Though avenues are opening for women still our economy and politics are male-dominated." (Pp-6)

"So, implementation of the global or western system of economics or politics in Pakistan will not empower women. Accordance with the international laws for women in our traditional society can bring women into direct conflict with the power elite. Such rights and independence provision to women will manifest the western dominance here on our society." (Pp-7)

"So, because of our law and order situation since many years our women can't come forward into those jobs which demand travelling, live independently, or work in odd timings etc." (Pj-9)

"I think states are overly relying on foreign organizations to sustain development. International bodies like UN or IMF etc. can dictate many covert policies in the long term which may not directly affect women at the moment but would hamper their progress a few years later." (Pj-15)

"In the new millennium development goals agenda of the United Nations, there is a lot of focus on the women's empowerment as gender equality is considered pre-requisite for progress and development. The same is the case with Pakistan but globalization is far away from achieving these objectives of empowerment. All of the women's empowerment goals under the MDGs programme that is considered a global destination under the umbrella of United Nations is lacking in Pakistan." (Pa-21)

Along with a strong patriarchal setup and weak financial background, lack of access of women in the decision-making process in politics and policymaking are the major hurdles for women political standing in Pakistan.

5.2.10.3 Sub-theme # 03: Hurdles related to Economic Globalization

Women economic dependency is not only lowering their socio-politico standing in the society but also affecting their position in the family and of their capacities. But being an educated woman is more difficult to survive as such women facing multiple forms of subjugation from family, workplace, and community. The theme is further presented in the following comments:

> *"In our society, it's embarrassing for men to admit that the women of their families are earning income or financially contributing to their families. To ensure male domination women are at times discourage to continue their jobs after marriage. In our society women are degraded at the workplace by their male colleagues that in return affect their efficiency. So educated women are pressurized on every matter of just being educated and this phenomenon exists across the class and throughout the country. "if you are an educated woman in Pakistan, you can't make a mistake if you do so you will get a more serious reaction from family, from the community as compare to an uneducated woman". So being an educated and working woman, it's not less than a curse for women in Pakistan." (Pp-2)*
>
> *"Foreign investment has spread new technologies and skill levels which created ever highest level of competition so to meet these standards also becoming a hurdle for women of developing world." (Pp-4)*
>
> *"Women are not there in key positions in different organizations which hamper women's involvement and participation in various occupations." (Pp-6)*

"If we talk of transportation facilities, in Pakistan women are not allowed to ride a bike and in most cases even cars alone so those who have the vehicles they can to some extend manage their work but it's a challenge for those who are not having such facilities. Harassment during travel in public transport, glass ceiling, non-availability of equal opportunities, the rigidity of social norms, and mobility-related concerns are those hurdles in the way of globalization which are not allowing women to be independent." (Pj-9)

"So, women's economically inefficient role also contributes towards their low status in the society. And interestingly our women also don't want to change this male-dominant system in which they are living, they support and strengthen this conservative system by confirming and accepting behaviours even by educated women who are not ready to challenge or resist. For example, you may find many kinds of research (ref. Mahsud-2010, "Patriarchy and Conservatism related to domestic violence against women in Pakistan") on domestic violence which results confirm that wife-beating is not considered as violence by mostly women in Pakistan." (Pj-10)

"So, commute to the workplace or educational institution is a big challenge for girls and women. In many organizations' women are considered as an expensive employee because in case of maternity leaves it increases the burden on the organization, so many organizations prefer single women." (Pj-11)

Pakistan is becoming a rapidly globalizing economy and introducer of economic reforms at a wider scale. I have discussed earlier that globalization with all its potential and positive impacts also affects the social fabric of developing societies and until serious efforts are deployed by government and civil society to integrate impacts of globalization in a local context, there are challenges to it. The responsibility of women is doubled with their role as household wage earners. Until male partners and family members are educated about their role

in supporting women, the benefits of globalization won't be achieved. Few more challenges are discussed below:

> *"First, the public sector is shrinking to space for women as an outcome of globalization which is bringing efficiency, innovation and better practices in government systems. With globalization, the role of the informal/private sector has been increased and rural women are underpaid and less protected there. Second, researchers are also of the view that with the increased role of women in the workforce, mortality of infants and even during childbirth and malnutrition has increased as women don't get appropriate time to look after themselves and the infants due to pressures of employment. Third, with globalization, the role of international financial institutions has increased significantly that impacts state policies. And finally, under the umbrella of globalization, limited weightage is given to Pakistani exports in an international market that affects the women labour force related to the export industry." (Pj-14)*

Women low share in paid jobs and passive role in the economy and many others are still the challenges to females in the country to be get empowered individually, at the family level and economically able to contribute to the country's development.

5.2.11 Theme # 11: Course of Action for Empowering Pakistani Women

After analyzing different aspects of globalization and its possible influences on women's situation along with those issues and challenges which hampering women's empowerment in Pakistan this chapter analysis at the end includes some reflections and projections for making women independent in different spheres of life in Pakistan. In this context, three sub-themes emerged including "Measures at Individual, Family, & Social level", "Measures at Political Level", and "Measures at Economic level". The theme further elaborated as:

5.2.11.1 Sub-theme# 01: Measures at Individual, Family, & Social level

We can take Pakistan on thy way of progress if we have a good education and judicial systems, it can change scenario for women then anywhere in the society and any capacity men and women will be working in their domains because the interests of the individuals will be secured. We must not also be detached from Quran, from our culture, from Islam, from our background because those nations who get detached from their roots, soon get vanished. To assess the measures needs to be taken at individual, family, and social level to empower Pakistani women, participants described their suggestions in the following ways:

> *"The importance of women's empowerment has to be inculcated by bringing changes in our culture, in our attitudes, and our existing mindsets for women. Women need to realize their strengths and weaknesses. They should give value to themselves. Socially we need to learn to respect women, once we have learned rest will be history then. Women need to trust in their capabilities so they can be confident." (Pp-2)*

If women keep on undermining themselves, they can never come out of this circle of toxic masculinity. So, nobody is going to give them their rights, they have to take it on their own. Women will not get their due social status on a plate, so they have to wake up and struggle for themselves.

> *"There should be a balanced approach about women status, and we shouldn't get biased in favour or against women's empowerment either it's in economic or political fields. We should promote positive aspects of women situation in Pakistan e.g. women are not considered the breadwinners for the families, so financially look after the family is the prime responsibility of the men in Pakistan not of the women as expected in the west from women to contribute in family income.*

There should be a fair social system which ensures the burden of responsibilities on each gender i.e. male and female both perform their roles and responsibilities in a way that none of them gets overburdened." (Pp-3)

Males should be the providers, maintainers, and sustainers of the family institution which is the backbone of any society at least during the early years of marriages which is the time of children's rearing and caring. After this phase, women can get chances of becoming independent but during this period men must be supportive towards women in our society.

"As a community, we should encourage and trust our women because encouragement can boost them to perform at any level with any task to be productive for us. We need to bring changes into our discriminatory social norms and patriarchal structure because they are restricting global commitments for uplifting women status in Pakistan." (Pp-7)

"First thing to be recognized and understood is that East and West have different social and cultural norms. We have to work towards making our society progressive while respecting the good parts of our culture (families and relatives taking care of each other. Children brought up by parents and grandparents etc." (Pp-8)

"Let give them space to understand themselves and their situation. Education is base to empower women so let them educate properly. Women are the most vulnerable segment of our society, so they need support and encouragement from men in our society to come forward." (Pj-12)

"Childhood socialization plays an important role in bringing confidence and shaping personality so we should give equal importance to our girls as we give to our boys." (Pj-13)

Instead of working solely on women, we need to take measures to change the mindset of men at every level which cannot accept that women are equal to them. Without doing this, all

measures to empower women would go in vain. We need to teach men how masculinity is toxic for men because they become the boulders in the journey for women. Apart from this, respondents suggested that:

> *"I feel we need to create an atmosphere for women where they do not feel uncomfortable. For instance, in Pakistan, the majority of the schools have women as teachers yet there are no places for working mothers who can bring their children, the absence of daycare restricts mothers who are bound to give up on their jobs. Similarly, there are many sectors which are still considered unsafe for women owing to the harassment seen there, so we need to enforce anti-harassment laws as well." (Pj-15)*
>
> *"First of all, schools, proper interpretation of religion, and media to challenge some of the negative stereotypes against women. Secondly, to make everybody realize whether male or female that if we are interested in the national development this can't be done either by men or by women. We have to stand together for national development, and empowerment of one doesn't mean that the other group is dis-empowered that is very important to understand and that is the crux of the leadership as well." (Pa-17)*

In leadership models, one leadership model is to cut your colleagues to their size, and you emerge, and the other contemporary model is that empower your colleagues and you become powerful. So, it's not like if we empower women so we will be disempowered, but by empowering each other all of us would be "it's a kind of sink or swim situation" so if we collaborate and if we empower each other we will be swimming but if we think that we disempower each other than an overall impact would be that we won't be able to swim. Participants further elaborate the theme as follows:

> *"The only measure which will have any effect is providing excellent educational opportunities. So, to me, everything is related to education and skills provision to*

women. It is important to provide separate higher education institutions for women, as many parents are reluctant to send their girls to co-education institutions in our society." (*Pa-26)*

So, by doing such initiatives we would be able to create a more educated, aware, and skilled female population which will in return contribute towards more effectively and equitably in national development and growth.

5.2.11.2 Sub-theme# 02: Measures at Political Level

Rule of law is the authoritative voice of the communities, so when it will be implemented by the state or by a representative assembly, it speaks in the name of and binds the members/individuals of societies to follow. It will enhance the functioning of systems that depriving or exploiting women. Keeping this in view, participants described their suggestions for the improvement of women in a political domain in the following ways.

"Election commission has to change the modality of nominations of women in politics. There should be some mechanism devised by the election commission for political parties that it becomes mandatory they elect female members via party election to come up in prominent positions in parties." (Pp-3)

"It's an important aspect that needs to be focused now by us as parliamentarians. If we look into Iran's revolution it was based on religion, social justice, and economic reforms while China's revolution is based on the economy alone however, Pakistan is based on the two nation's ideologies. If women are ensured their due rights are given by Islam and our constitution all their issues driven by culture, economy, and politics will be get resolved ultimately. We have great laws in favour and protection of women rights, but we are not willing to implement them as we might lose our control and power over women in our traditional setup." (Pp-5)

"To address the issues of women we should have women representatives in all fields of life to not only better understand and resolve their problems but also raise voices for their equitable position to men in the society." (Pp-7)

"There is a need of strong political will to put a dent on a patriarchal structure. Nothing can be achieved without struggle and in this case of women's empowerment, women by themselves need to be active and raise their voices." (Pj-10)

We have examples of women struggle for their rights and freedom like during the Zia regime (the 1980s) in the form of the Women Action Forum. Further, there is a need for meaningful political participation of women in parliament as members also as voters their recognition can change the state and governance scenario in Pakistan which will favour women development. Study participants further suggest that:

"Government must ensure especial facilities in public and private sectors of work for married working women as they nurturing the new generation for the society so if they will not be facilitated then what will be the future of Pakistan."(Pj-11)

"Need improvement in legislations related to women i.e. why a woman can't be a president? Trust women's skills and provide them with opportunities so they can prove themselves." (Pj-12)

"We should encourage the capabilities of women and lower down the quota approach for women in different fields. Let them enable and compete with men in the society by providing them equal opportunities." (Pj-13)

"Policy decisions to mainstream gender in higher education should also be a priority. Laws to address workplace harassment are in place but in general, women face harassment at many levels even outside the workplace for which measures are needed. ii. The infrastructure of informal education also needs attention and restructuring across the country." (Pj-14)

Government should plan policies that ensure equal participation and equal opportunities for women in all domains of life so they can effectively contribute their share in the country's development.

5.2.11.3 Sub-theme# 03: Measures at Economic level

Participants described their suggestions for improvement of women in an economic domain in the following ways:

> *"First of all, we need to educate and skilled them so they can earn and become first economically empower rest of the other domains dependent on this. We should provide them opportunities so they can perform and prove their capabilities." (Pp-6)*

By using social media, they can enhance and run from home their businesses and earn livelihood e.g. we can find now various Facebook pages related to food home delivery and of home bakery etc.

> *"Development should be human friendly; gender is not something in isolation. What so ever the development projects initiated must include gender concerns i.e. in public places do we have washrooms for females, do our workplaces are having a safe working environment for women, means gender concerns must be integrated into development plans and policies related to economic, political or social spheres."(Pj-9)*

Governments should take affirmative actions in favour of women and provide them equal opportunities as men to compete in all domains. Provision of market-oriented educational opportunities and skills i.e. relevant languages and communication tools to women can enable them to be getting empowered. Participants further suggested that:

> *"Women must be appreciated for getting an education in our society specifically in specialized fields. They must be supported and encouraged for outside home activities i.e. travelling, doing jobs etc. around 3000 organizations are working in different*

sectors in Pakistan, so if there is any legislation which bound these organizations to be registered only when they have at least one female board member." (Pj-11)

"We should provide them internship in different organizations even at the school and college levels so they can learn some practical skills which can help them to bear their educational and living expenses by themselves. We should encourage vocational skill-based education in our society because mere degrees can't bring prosperity in today's world." (Pj-13)

"More economic freedom will help. Also continued access to higher education and scholarships needs to be focused." (Pj-16)

"provision of large scale female job opportunities in all private and government sector departments (no particular quota for women in jobs is recommended as it would not only discourage their competition on merit with men against similar jobs but will also create rivalry among genders), the opening of still a large number of female schools and ensuring their safety and security at public places besides imparting them various techniques of self-defence etc." (Pa-19)

"First and foremost, measure to be taken is the provision of equal opportunities in all spheres of life which will lead to social and economic empowerment of women." (Pa-20)

There is a dire need to implement policies that will foster and enhance women's economic participation in different fields. To get more benefits countries like ours needs to focus on such policies that must look into invest in education, health, increasing financial inclusion, and greater protection for women.

5.3 Conclusion

This chapter of qualitative data analysis was based on eleven major themes and sixteen sub-themes. Qualitative data was acquired through in-depth interviews from the selected

respondents of three different domains of expertise. The findings of qualitative data were presented in two sections as the first part elaborated the demographic background of the study participants. However, the followed section was based on findings related to major research questions. All of the themes and sub-themes were coherent and interconnected, from the qualitative analysis it has been concluded that globalization has variant influences on all spheres of women's life in Pakistan.

CHAPTER 6

DISCUSSION

The research results were first presented as an analysis of the quantitative data obtained from the respondents through a structured questionnaire (chapter-04). The analysis of the quantitative data was followed by an analysis of the qualitative data that was collected through in-depth interviews (chapter-05) as the current study has used the mixed methods sequential explanatory design (Creswell, Plano Clark, et al., 2003) (see chapter-03). Furthermore, it is important to remain mindful of the fact that the data from the quantitative and qualitative sections are interconnected, in that the results of quantitative data contributed to the development of the qualitative tool for better and further deep explanations of the globalization influences regarding understanding women's empowerment phenomena in Pakistan (chapter-03). The comprehensive connected data interpretation of qualitative and quantitative findings from the research and where applicable links the literature to the research outcomes are the focus of this chapter.

6.1 Introduction

The core assumption of the current research was to analyze and assess the influences of globalization on women's empowerment in Pakistan. The study focus was on the analysis of the various predominant dimensions of globalization (i.e. economic, political, & socio-cultural) and women's empowerment (i.e. economic, political, social, individual, & family) by exploring influences (positive, negative, feeble) of globalization on empowering women in Pakistan. However, some specific objectives of the current study were as follows:

1. To examine the respondent's perceptions on the status of women in different spheres of life in Pakistan.

2. To assess the study respondent's perceptions related to influences of globalization in Pakistan.

3. To explore the relationship between globalization and women's empowerment in Pakistan.

4. To suggest suitable measures to improve the situation of socio-economic and political systems in Pakistan for the effective empowerment of female beneficiaries.

Opinions of different groups of respondents about the above-mentioned objectives come up with various themes and statistical inferences. All of the findings (quantitative and qualitative) are coherent and interconnected, from an interpretation of the data it emerged that variant influences of globalization are evident in all spheres of women's life in Pakistan. This chapter contains the discussion of important research findings which results of the quantitative and qualitative data analysis, connect the interpretation back to the research objectives, research questions, hypothesis, and demonstrates the consistency of the discussion regarding acquired data. However, the conclusion, recommendations and implications for various stakeholders is the part of next chapter in this research.

6.2 Discussion of Results

At this point, we can triangulate the perceptions of the target groups' i.e. quantitative data respondents and qualitative data respondents, by combining and discussing the findings. **The first triangulation** takes place by combining the target group's perspectives on the status of women generally in different spheres of life (economic, political, and socio-cultural) in Pakistan. It is necessary to scrutinize to what extent the change has been observed by stakeholders in the last few decades in Pakistan for women own identity, their standing, their ideas and choices into account. This is an overall male-dominated society, so how women can get equal status as men remained a central argument. **The second triangulation** is going into the detail of influences in general of globalization on Pakistani society. The study needs to

highlight generally the dynamic global influences on socio-cultural, economic, and political domains of Pakistan and to discuss the findings for study indicators.

The third triangulation is based on a discussion of the respondents' perspectives on the relationship between globalization and women's empowerment in Pakistan. So after knowing generally about women status and globalization influences on Pakistani society, Study needs to reveal that to what extent the globalization influences has brought changes in women's lives and whether they get empowerment or not because of influences of global democratic politics, access to employment and higher education, changing social status of women, enhanced women autonomy and their family roles. **The fourth triangulation** is based on a discussion that how to improve the situation of socio-economic and political systems in Pakistan for effective empowerment of female beneficiaries by highlighting the challenges related to globalization that may be hampering the empowerment of women in Pakistan.

6.2.1 Objective # 01: The status of women in different spheres of life in Pakistan

In chapter 5 of this research study, one theme along with four sub-themes and analysis based on respondents' perceptions generally regarding women status (15 statements, table-4.5 & table 4.5-continued) along with women equal status as of males (06 statements, table 4.6) of chapter 4 were presented around the first objective that the status of women in different spheres of life in Pakistan. This section of the chapter describes the first triangulation of participants' feedback related to each of the women status themes and analysis delineated in chapters 4 & 5. The women status themes gleaned from the literature included Are Women in Pole Position? Perceptions about Women's Condition, How Women Perceived at Socio-cultural Level?, Women's Situation in Economic Domain, and Women's Ranking in Political Sphere.

6.2.1.1 Are Women in Pole Position?

Study findings of the first objective confirm considerable diversity in the status of women in all spheres of life in Pakistan because of differences in gender roles, social classes, region,

and rural/urban divide and their influences on women life (Asian Development Bank, 2000; Isran, 2012). Though, state laws and Islam give respectable status to women and never declares female inferior to men (Rashid, 2013) as highest mean scores (3.48 and 4.23) of quantitative findings on 5point Likert scale were found for said findings. But on contrary study findings (qualitative and quantitative) further indicates that women are generally exploited based on gender as the mean score was found with higher mean rating 3.94 on 5 points Likert scale with *SD* of 1.023 and are considered as second-class citizens/ subordinate in Pakistan, as mean score was found with highest mean rating 4.06 on 5 points Likert scale with *SD* of 1.052 in quantitative analysis for said findings. However, due to globalization, we can witness not only in Pakistan but also in other parts of the developing world that disparity among both genders is reduced and the condition of women in the family and society has improved in recent years (Ashraf, I. a., 2018).

Four features generally considered important in measuring the status of women in any society i.e. education, employment, political participation and health (Augusto, Carlos, and Zahida, 2005) results further leads that recently women role has effectively emerged and they are playing their role in every domain of life very efficiently, though facing difficulties but are determined. The question rose of how women get equal status as of males, concluded by specific findings as through government policies/interventions (as the mean score was found with higher mean rating 3.67 on 5 points Likert scale with *SD* of 1.264), creating and providing educational & employment opportunities (as mean score was found with highest mean rating 4.35 on 5 points Likert scale with *SD* of .741), seminar and workshops (as mean score was found with higher mean rating 3.87 on 5 points Likert scale with *SD* of 1.027), and through media propagation (as mean score was found with highest mean rating 4.23 on 5 points Likert scale with *SD* of .906) and religious sermons (as mean score was found with highest mean

rating 4.04 on 5 points Likert scale with *SD* of .993). In addition, detailed discussion regarding women's status by the respondents has been divided into the following sub-themes.

6.2.1.2 Perceptions about Women's Condition

Feedback from participants in this study showed that one aspect of women status diversity is linked with social and economic dependence of women which in return ensures male supremacy in society (as the mean score was found with a higher mean rating of 3.95 on 5 points Likert scale with *SD* of 1.130 for said finding). Women themselves are not even aware of the rights enshrined to them in Islam and by the state (as the mean score was found with the highest mean rating 4.23 on a 5point Likert scale with an *SD* of .994). On the other hand, globally individuals are considered as one unit for nations and states with the protection of their rights as the development of human rights acts as specified in the Universal Declaration of Human Rights 1948 and the succeeding United Nations agreements was the result of globalization (Ganaie, 2018) same results were presented by (Suralkar, 2018). However, a situation in the developing world is in transition as support for women or raise voices for them are not the same for the women of elite and commoners here, it has a big difference because both classes' women issues are entirely different.

As study findings indicated that at times when women can raise their voice against issues concerning them yet the majority of women in Pakistan remain unheard. This contributes to the persistence of the low status of women in the country (Akhter & Akbar, 2016). The argument is further supported by UN Global Gender Gap Report-GGGR, (2017) which analysis gap between both the gender regarding equality in empowerment, economic and political affairs, educational opportunities, entrepreneurial opportunities and by compiling all that data realized that Pakistan standing at the second last place i.e. 143rd out of 144 countries is just one rank ahead of war-torn Yemen and that points towards a very dire situation of women in Pakistan. The rate of progress for women in all spheres is quite slow as we are living in a

complex society for culture, economy and politics, so a simple answer to this question is not possible that whether our women status is high, moderate, or low (Gender Concerns International, n.d.).

6.2.1.3 How are Women Perceived at Socio-cultural Level?

Women's role is pivotal in the progress of any society. But at the socio-cultural level Pakistani women are facing certain customary practices and masculine attitudes towards them which creates hindrances in their social uplift in society (Akhter et al., 2016). In the current study respondents perceived that dichotomous stereotypical images regarding gender roles are common in our society and role development is less natural and more sociocultural based on predetermined notions (Lindsey, 2010). Study findings indicated that social structures and institutions are impregnated with norms and values that discriminate against women (as the mean score was found with a higher mean rating of 3.71 on a 5point Likert scale with an *SD* of 1.236). The same results were presented by Hussain et.al. (2015), that how the development of gender stereotyping is not haphazard or automatic rather facilitated by various socio-cultural and relational factors. The foremost among them is family and socialization patterns which play a significant role in the development of gender stereotypes, and because of physical and social proximity, socialization, raring and caring, the role of women is often stereotyped.

Another reason indicated by findings is that our women are not willing to change their fate. So, it's up to our women how they can change societal behavior towards them by starting their positive efforts from home which will lead societal level automatically as same views reported earlier by Mosse (1993) in her book that how and why women are disadvantaged. An interesting aspect of findings concluded that external influences especially of media at one end beneficial for women as its bringing improvement via gender focus initiatives by west however at the other end considered a potential threat for an existing value system in our

society as perceived that media exaggerates about women condition in Pakistan (Breines et.al., 2000).

On the contrary study findings also showed that there are improvements for women as they are becoming more educated and having opportunities for employment which results in changes to their social status. Study findings concluded that male domination varies with the difference of rural/urban divide for women as urban women have the freedom to participate in all spheres of life & social activities (as the mean score was found with a high mean rating of 3.39 on 5 points Likert scale with *SD* of 1.277 for the said findings) similar findings also endorsed by Evans (2017). Also, urban women have greater chances of their own choice of marriage, education, and career as compared to rural women in Pakistan (as the mean score was found with a high mean rating of 3.06 on 5 points Likert scale with *SD* of 1.433 for the said findings). In urban areas, the women being more educated are involved in the various affairs of the society and family. The cultural constraints were relatively less in such cases and one can see a relatively better image and contribution of the women in the social development. In rural areas, unfortunately, the society remained mainly in the clutches of men and men dominated norms. Women literacy remained one of the major challenges in such communities and their mainstreaming in the social spheres always remained an uphill task.

According to the UN Women's Status Report (2016), Pakistan's ranking for gender equality remains one of the lowest in the world despite being a signatory of many international commitments concerning awareness and education on women issues. Study findings further concluded that awareness is an important indicator that has great relationships with women's privileges and obligations which determine their status in any society as literature evident of this fact for women too. Now we can see them more liberal, confident, and working equally with men in all fields of life but still, they have a long way to go and get the equal status of men in our society. We are now living in a global era, so we have to accept global norms and

values which favour our women's betterment and needs to bring changes in our socialization patterns too (Sultana, 2011).

6.2.1.4 Women's Situation in Economic Domain

The central argument here is that in Pakistan families are not dependent on women economically as still headed by male members. But in today's era, no society can grow or develop without the active role of women in the economy. As the findings of the study highlight, though our women have always been contributed to the uplift of families in the economic domain too because of lower status, their contribution gets turned unacknowledged. Another factor emerging from study findings was that our women are denied of their due right of inheritance (awarded by state law and Islam) which can contribute to their economic stability and uplift of their status in society. Such a scenario remains there in conservative societies where women are confined into four walls of home territory and where their mobility is always restricted and denied by their due rights. In a similar vein, around the world, women perform two-thirds of the work for 10 per cent of the income and only 1 per cent of the assets (Janni & Mariel, 2012). Women also constitute 70 per cent of the world's poor (International Labor Organization, n.d.).

It will be so unjust with our women if we say they are not contributing to our economy and growth (as the mean score was found with the highest mean rating of 4.35 on a 5point Likert scale with the lowest value of *SD* of .790). As a patriarchal and conservative society even, we know how to take benefit out of women, and we use women for greater facilitation of our men as a father, brother, husband, and son. Our women do domestic chores, they do work in agricultural fields, herd animals, fetch water from miles of distances etc. etc. but at the same time, we don't allow them even to go anywhere without men's permission.

Further, findings showed that women are encountered not only with the challenge of availability of equal opportunities and restricted access to them also if they avail such

milestones they don't utilize such resources on their own, but it's also a dire aspect of women role in the economy on which no one wants to talk in this male-dominated society, same results were presented by (Graham and Chattopadhyay, 2012). There are hopeful signs, as the World Economic Forum revealed that two-thirds of 115 countries posted gains in overall gender gap scores (Jalbert, 2016). Similarly, what was surprising from study findings was where some participants acknowledged that now growing economic pressures compel those conservative middle class of Pakistan to not only allow but support women mobility and women work outside of their home territory and such support for women education, skills, and the job is getting visible now in Pakistan. The same results were also presented by Taylor and Pereznieto, (2014).

Study participants were convinced that women have equal opportunity/ access to employment in the public or private sector (as the mean score was found with a high mean rating of 3.22 on 5 points Likert scale with *SD* of 1.337.) also they have much secure working environment now (as the mean score was found with high mean rating 3.32 on 5 points Likert scale with *SD* of 1.310) but again divide of rural/urban and social classes are there stated as well by Kabeer (2012). They are now more active in the economic domain and trending the concept of women entrepreneurship in Pakistan but predominantly in urban areas. These findings indicate that even though Pakistani women in the majority are experiencing low status, but a growing trend has been witnessed as well that there are women who can challenge the typical stereotypes and contribute their effective role in economy.

.6.2.1.5 Women's Ranking in Political Sphere

No matter what field you are in Gender has always played its role. The status of women in Pakistan has however improved substantially in the last three decades with more educational opportunities for them and their engagement in various spheres of society. For many years women status has been studied from multiple perspectives, however, women's role in politics

remained the least priority to discuss or highlight. Study findings showed that being masculine society, the power imbalanced manifestation is many folded and resulted into restricted fields participation of women and putting women aside specifically from politics as it's considered a male domain (Milazzo and Goldstein, 2019; World Bank, 2015). According to Ballington, (2012) less than twenty per cent of the world's parliamentary seats are occupied by women, it is clear that political parties need to do more, however in Pakistan even after the Election Commission of Pakistan-ECP assigning women's political quota mostly political parties didn't give representation to women even in recent elections.

Literature on women political participation is evident of inclusion of women's political standpoint and their participation as prerequisites for governance and democratic progress in any society (as the mean score was found with a higher mean rating of 3.67 on a 5point Likert scale with an *SD* of 1.264). On contrary, study findings illustrated that in the political domain women are there though have a cosmetic presence; also, this segregation extends to public office, with women more likely to be assigned to less influential cabinet positions (Krook and O'Brien 2012). Study findings indicated that women political participation has always been exploited because a majority of them comes via reserve seats which show the dominance of the patriarchal political sphere. However, in the last few decades women political efforts are becoming visible in Pakistan. And an interesting aspect has been highlighted by participants that women's political efforts can be more effective if they could get the support from male members of families and outside in community which in return can make this journey for women in societies like ours easier.

There was a mixed viewpoint reported about women status in the political domain as study participants reported that our history shows women can become Prime Minister, speakers, and ministers here in Pakistan and constitution is not against women but at the same time history

is evidence of that in Pakistan mostly women politicians belong to influential families and lower classes women entry is a recent phenomenon.

Further literature supports the argument of women recent inclusion in politics as according to Pepera (2018) over the last two decades, the rate of women's representation in national parliaments globally has incrementally increased from 11.8 per cent in 1998 to 17.8 per cent in 2008 to 23.5 per cent in 2018.

There has been observed in Pakistan a recent expansion in the number of women voters as well as of those who contested elections. The reforms by the Election Commission of Pakistan-ECP as one among them was the cancellation of constituency results if that lakes votes less than 10% of women also seems to have fairly contributed in this context. Even our family institution didn't support women political participation in past but now has a cushion for women from their end. Study findings showed that now women have their true representation in administration and politics at various levels (as the mean score was found with a high mean rating of 3.35 on 5 points Likert scale with *SD* of 1.358) as well have their representation in legislatures (as the mean score was found with high mean rating 3.04 on 5 points Likert scale with *SD* of 1.370). Today's Pakistani women do enjoy a comparatively better status than past e.g. women have visibility in politics, in civil organizations-NGOs or INGOs, and academic institutions at higher levels in Pakistan. The government is eliminating negative customary practices by increasing awareness of women about their fundamental rights (as the mean score was found with a higher mean rating of 3.78 on a 5point Likert scale with an *SD* of 1.083). No doubt women need a push in our society to come forward but in the last two to three decades women of Pakistan proved themselves that they can do anything without any special quota or reserve seats in all fields of life.

By concluding the current study first objective which was about the status of women in different spheres of life, If we look at the women in the Pakistani scenario there are certain

changes in favour of women and equally, there are things which are disservice for them. In the present situation, we can say women status is improving due to certain socio-political pressures from the outer world and the topmost is economic pressure on families.

6.2.2 Objective # 02: Influences of Globalization in Pakistan

In chapter 5 of this research study, three major themes along with two sub-themes and analysis based on respondents' perspectives generally regarding globalization dynamic influences on socio-economic and political spheres of Pakistan (15 statements, table-4.7 & table 4.7-continued) of chapter 4 were presented around the second objective to assess globalization influences in different spheres of Pakistan. This section of the chapter describes the second triangulation of participants' perceptions related to each of the globalization influences themes /sub-themes and analysis described in chapters 4 & 5. The influences of globalization themes gleaned from the literature included Pakistani Culture in Global Era, Mass Media, Technology, & Cultural change, Changing Social Institutions & Gender Roles, Economic Viability & Globalization, and Global Power Dynamics & Politics in Pakistan. It focuses on a general discussion of globalization influences on Pakistani society in the present time. To develop the globalization link with women's empowerment, it was necessary to understand at the first place its general influences on Pakistani society as a whole so this section has provided a clear understanding for later on a section which is elaborating the relationship of globalization and women's empowerment in Pakistan.

6.2.2.1 Pakistani Culture in Global Era

Study findings of the second objective confirm considerable diversity in the case of globalization influences on cultural, economic, and political domains of Pakistan. Globalization is a process of interaction and integration among the people, companies, and the governments of different nations, in recent decades a process driven by international trade and investment and aided by information technology (Pieterse, 2012). It affects economic

development and prosperity, culture, environment, political systems, and human physical well-being in societies around the world and Pakistan has no exceptions (Riaz Mir et al., 2014). Study participants argued that it is because of globalization that the world is fast shrinking (as the mean score was found with the highest mean rating 2.39 on 3 points Likert scale with *SD* of .636) while focusing on cultural influences of globalization they discussed that modern culture is now no more phenomena of urban areas rather it has access to rural areas as well. Similar findings have been discussed by Hebron & Stack, (2013) that globalization has unpredictable, far-reaching, and ongoing changes for world's societies. In addition, detailed discussion regarding globalization influences on Pakistani culture by the respondents has been divided into the following two sub-themes i.e. i. Mass Media, Technology, & Cultural change, and ii. Changing Social Institutions & Gender Roles.

6.2.2.2 Mass Media, Technology, & Cultural change

The study respondents were agreed on variant influences of mass media, technology, and cultural changes due to globalization on Pakistani society. It has been concluded from study findings that cultural formats of interaction, value systems, people's attitudes and their lifestyle, traditional prototypes, and openness towards adaptation of modern culture are the dominant impacts of globalization indicators in form of media and technology on Pakistani culture (Matos, 2012).

The present study indicated that the use of technology and media's strong influence has brought dents on traditional mindset so we can also observe this technology-based fourth-04th wave globalization influences as a threat for many cultures too as a spread of material culture is unanimous and similar views are presented by Combi (2016). Furthermore, participants argued that the media and technology-driven globalization has changed the world's spectrum, now ideas dissemination to anywhere is very influential and a matter of a touch distance so a question arises that what will be the future of indigenous cultures. Literature is also evident

that in this age of internet and mobile technologies, culture also has been instrumentalized and digitalized (Coteli, 2019). Also, participants have a debate that globalization via technological advancement has brought tremendous transformation in all fields of life (as the mean score was found with the highest mean rating of 2.31 on 3 points Likert scale with an *SD* of .547) now the world is living through fast-changing trends across the globe. It has been concluded by findings that though globalization is not a new phenomenon fast-changing trends put globalization at its maximum, so this aspect is now a matter of concern for many societies in the world.

All participants reported that rethinking and reshaping different aspects of Pakistani culture is under influence of globalization. Findings showed that Pakistan is becoming a consumer culture as globalization brought all brands and international outlets at doorsteps via technology to us so from language to food and from dressing to norms and values each aspect has now new depictions. Such as liberalization of youth thoughts, women visibility in public domains, changes in family relations, social interaction, and dominance of material over ideal culture etc. this argument is further supported by (Allen, 2019). But along with these changes, study findings further concluded that media all over the world informs, entertains, and educates the general public (as the mean score was found with the highest mean rating 2.31 on 3 points Likert scale with *SD* of .579) same is the case with Pakistan too. Further, media also becomes an affluent source of cultural integration among sub-cultures of Pakistan. As media is playing its role in cross-cultural communication such findings are also reported by (Rehman, n.d.). Another factor emerging from findings was that due to globalization trendy culture, different languages, and western ideas are becoming popular in Pakistan (as the mean score was found with the highest mean rating of 2.32 on a 3point Likert scale with an *SD* of .555). Now we are having a hybrid culture and globalization has impacted us individually, socio-culturally, and overall, at the national levels.

6.2.2.3 Changing Social Institutions & Gender Roles

Globalization is the phenomenon where nations across the world are interconnected and interdependent beyond their geographic boundaries. The present study revealed that the spread of mass media and technology not only attracted changes in our normative values at the micro level but has impacts on macro-level social structure as well as infrastructures. Change adoption is critical and subject to willingness, the only mechanism to be productive in this global era. Participants argued that there's nothing off-base in acknowledgement of other's social traits and values by remaining intact one's own culture. On the contrary, less effort has been made so far to study the positive aspects of human interactions in cross-cultural settings (Rozkwitalska, 2014). However, time is changing now, there are now laws for harmful traditional practices specifically related to gender. Study results indicated that the family as an institution now having new interaction patterns and changing gender roles not only within the family but also outside in different domains of society. Now creative and competitive patterns in educational fields, technical skills acquisition, and jobs have variant influences for men and women in Pakistani society. These variations have ultimate impacts on their thoughts to practical lifestyles. The cultural institution has been in a move from the conventional religious ridden towards a more present-day and magnanimous one and it has been recognized by the respondents as the need of the time and space. However, the interaction between globalization and culture is still under-researched and the current globalization debate in this respect is relatively recent (Hassi and Storti, 2012). Results further lead that in terms of economy, political affairs, and indeed religion, Pakistanis have embraced a more mainstream and substantial supposition to even criticizes and advances the new philosophy of progression. Those societies having a rich culture with a capacity of advancing accept new changes and do not try to be conservative or rigid. Further, study results indicated that by adopting global culture we will be able to bring improvements in our lives as a society because globalization,

economic development, and social progression are associated with each other (as the mean score was found with the highest mean rating of 2.32 on 3 points Likert scale with *SD* of .535). However, in our cultural setup, put a mark on customary practices or value systems is exceptionally troublesome so we are going through a transitional stage, not one or the other completely advanced nor completely traditionalist. On the flip side, changes in social institutions and gender roles have some costs to existing indigenous cultures. As discussed by respondents that globalization is like a cloud we are in and we have to determine first that, who we are? have we lost our culture? means our identity is a big question in this global era we are living in (Wani, 2011). The participants' views also explained some negative consequences which are the result of homogeneous global culture i.e. materialistic lifestyle, weakening of family institution, changing marriage patterns, women in a market economy, the influx of technology in every other institution created competitive behaviour in individuals, harassment at workplace, individualization, and alienation etc. (as the mean score was found with highest mean rating 2.43 on 3 points Likert scale with *SD* of .624). But the matter of fact is that we can't deny the impacts of globalization over the globe. No doubt in search of better education and jobs people move to urban areas and have to leave their traditional lifestyle to become successful in urban areas as earlier discussed that there is a cost of every development. And that is the cost we are paying especially in form of our indigenous traditions, indigenous culture, which are now under influence of homogeneous global values and belief systems. We can't say everything, but we can see changes are coming in our culture because of media, transportation, technology, industrialization, urbanization, the openness of societies to each other etc. The findings confirm that no doubt we are moving towards betterment at one end however on the other end it is becoming a challenge to conserve our cultural identities which differentiate us from others. Moreover, the rest of the two major themes concerning

globalization influences on Pakistan i.e... Economic Viability & Globalization, and ii. Global Power Dynamics & Politics in Pakistan are part of the discussion below in this section.

6.2.2.4 Economic Viability & Globalization

With the changed global scenario there seem to be paradigm changes in all spheres of Pakistani society. If we look into the economic domain if in any corner of the world any change occurs it will affect the global economy. If there is any financial crunch irrespective of this from where it has been triggered it influence the world's economy. Study findings indicated that now it's not possible that the economy of any society can run in isolation in presence of a free-market economy (as the mean score was found with the highest mean rating 2.30 on a 3point Likert scale with *SD* of .743). The changes that have been brought by globalization in the economy are numerous (Samimi and Jenatabadi, 2014) and both can be explained with positive as well as with negative nature e.g. investment influxes, technological revolution, best economic practices and innovative employment opportunities via large scale projects like CPEC. Further, provision and expansion of goods and services (as the mean score was found with highest mean rating 2.43 on 3 points Likert scale with *SD* of .624); educational specializations have emerged new professions and occupations (as the mean score was found with highest mean rating 2.45 on 3 points Likert scale with *SD* of .622), increased human resources mobility (inside/outside country) (as the mean score was found with highest mean rating 2.42 on 3 points Likert scale with *SD* of .673) and especially women involvement in economic sectors has been increased in last few decades in Pakistan. So, findings concluded that globalization's economic influences are stronger than its socio-cultural impact on our society.

While discussing the negative changes literature reveals that globalization has harmful effects on growth in countries that have weak institutions and political instability and countries, which specialized in ineffective activities (De Melo et al., 2008). Participants argued that due

to state failure in taking adequate measures to come across the global demands, it is affecting not only a local industry but also an agricultural field that is on the decline. Subsequently, agriculture and local industry both are losing their competitiveness and efficiency, causing brain drain, affecting the family patterns, increasing rural-urban migration, environmental fallouts etc. (as the mean score was found with a higher mean rating of 2.26 on 3 points Likert scale with *SD* of .645). So, changing nature of user needs, and likely competitor responses are not confined to one place rather has networks now across the globe. This scenario presents the contradictory views of the participants to the positive influences of globalization on the Pakistani economy here in the discussion. For example, over the past two decades the process of globalization has contributed to widening inequality within and among countries, nations and even regions coupled with an economic and social collapse in many parts of the world including our country Pakistan (as the mean score was found with higher mean rating 2.26 on 3 points Likert scale with *SD* of .755). Such countries where the economy is in transition, have to face the challenges of survival in the world competitive economies (Mutascu and Fleischer, 2011). Participants further previewed that Pakistan exports low-grade goods because has not been able to industrialize its products and still dependent on wheat and cotton production. Pakistan producing basic agricultural products which have not been in demand by the outer world anymore which in return shrinking our farming society. Unfortunately, Pakistan like many other developing countries yet has been failed to yield significant benefits of globalization.

6.2.2.5 Global Power Dynamics & Politics in Pakistan

If we can get influenced by other planets that exist in this universe then how it is possible if there is anything changed in one part of the world that will not influence the other parts in this IT era where we are one touch away from the world. Feedback from participants in this study showed that globalization has socio-economic impacts the same way it has its political

influences on Pakistan too (Kılıçarslan and Dumrul, 2018). According to study findings, in the recent elections of Pakistan, it has been observed that how education, awareness, media has enhanced access to information about political affairs and mobilized the youth regarding political reforms and state ruling. It's of global political influence that we can observe improvement in the accountability process, women in politics, reforms in discriminatory laws, presence of INGOs, and different movements for civil rights as well rectification of many United Nations-UN conventions and treaties (as the mean score was found with highest mean rating 2.36 on 3 points Likert scale with *SD* of .768) also confirmed by Bajwa (2009). If we look at participation in politics, educated and working-class representation is on increase in Pakistan.

On the other hand, findings also highlighted that still some sort of dogmatism e.g. absence of real public voices, male domination, and absence of laws implementation in true sense has been there in Pakistani Politics. Likewise, politically globalization has led toward the formation of Global Governments / Cartels of governments who dominate for their economic interests which have consequences in form of an increase in identity politics across the globe now. Participants argued that globalization has undesirable consequences for Pakistan's governance and domestic institutions (as the mean score was found with a higher mean rating of 2.13 on a 3point Likert scale with an *SD* of .905). The role of international bodies/organizations like IMF, World Bank and WTO has also increased tremendously who are regulating relationships between governments and grantees (as the mean score was found with the highest mean rating 2.33 on a 3point Likert scale with *SD* of .618) and same findings were reported by Bajwa (2009) in his research. We are independent but we are not as global ideas influencing us through economic and political policies and strategies.

So, study findings concluded that internal politics is no more an internal matter for societies like ours because whenever there will be economic dependence of any country it will be

followed by political dependence too on international actors/agencies. It has been concluded by study findings that Pakistan now being part of the international community needs more concentration towards reforms in economic and political domains so can get maximum benefits from globalization as its influences are inevitable.

6.2.3 Objective # 03: Relationship between Globalization and Women's Empowerment in Pakistan

In chapter 5 of this research study, five themes along with four sub-themes and analysis based on respondents' perceptions particularly about women's empowerment which was operationalized into five domains i.e. at political (05 statements, table 4.8), economic (05 statements, table 4.9), social (05 statements, table 4.10), women autonomy (05 statements, table 4.11), and family level (05 statements, 4.12) of chapter 4 were presented around the third objective that to explore the relationship between globalization and women's empowerment in Pakistan. This section of the chapter describes the third triangulation of participants' feedback related to each of the globalization and women's empowerment relationship themes and analyses delineated in chapters 4 & 5.

The women's empowerment themes gleaned from the literature included Impact of Globalization on the lives of Women, Pragmatic and Ineffective Consequences of Globalization for Women, Is there any Relationship between Globalization and Women's Empowerment? Further, it includes Higher Education, Employment Opportunities, & Women's Empowerment, Higher Education, Individual Autonomy & Family Interpersonal Relations, Employment Opportunities and Economic Empowerment. And at the last Global Political Scenario, Pakistani Government, & Political Empowerment of Women, and Cultural Globalization & Women's Social Standing. The following parts of the chapter are based on a

discussion about changes that have been brought by globalization in women's life and whether these changes empowering Pakistani women or not.

6.2.3.1 Impact of Globalization on the lives of Women

Study findings of the third objective confirm considerable diversity in the case of the relationship between globalization and women's empowerment in Pakistan. As above we discussed generally globalization influences in different domains of Pakistan. Now, at first place here central argument specifically revolves around those changes that have been brought by globalization in Pakistani women's life in different domains. According to Kaur (2018), the largest impact of globalization is on women in developing countries and the same findings illustrated in the current study thematic analysis that there has been a lay of changes in Pakistan by globalization, particularly for women. The spread of technology to the masses, diffusion of innovations, participatory approaches, entertainment, education and so other various concepts are directly related to globalization. Current study findings of the qualitative data revealed that one purpose of globalization is bringing everybody to the same fold and improves the lives of people especially the marginalized ones, however, findings of Mishra (2015) are in opposition as illustrated that globalization has intensified disconnection, exclusion and marginalization in societies. On one hand, these choices, opportunities, and freedom providing success for women at the same time it has overburdened the women with household responsibilities along with her role as a wage earner. Study findings concluded with a mixed outcome on the positive and negative fallouts of globalization for Pakistani women in different domains of life such discussion is part of the following paras.

6.2.3.2 Pragmatic and ineffective Consequences of Globalization for Women

While discussing what kinds of changes have been brought about by globalization particularly for women in the Pakistani context? The discussion unfolded a dichotomous view in form of pragmatic and ineffective consequences in different domains of Pakistani women's

life (Kaur, 2018). It has been proven time and again that without women active participation in different domains will not ensure the stability of any nation across the globe. We can say, because of globalization women are more aware of themselves, about their rights and responsibilities, and have become more rational because of the competitive environment around them.

Generally, the number of working women has been increased. Participants of qualitative data emphasized that we see more women in parliament. We see more women in organizations. Now the number has been increased of women who are getting a higher education and going abroad for studies also an increasing number in paid job sectors which is the story of recent past. Similar findings have been shared by Fida and Bashir (2012) about women development due to globalization in Pakistan. Study respondents discussed various changes that globalization has brought about in the lives of Pakistani women in many ways such as their role in decision making, control on and increase in financial resources, social protection of women, and access of women to other resources like healthcare etc. has increased (as presented in table 4.8 to 4.12 of quantitative analysis) also endorsed by Hanefeld (2017). Today women are enjoying much better social status in Pakistani society specifically in urban areas. On the very optimistic side, globalization has brought changes in all areas of women life in Pakistan (Butale, 2015).

However, some respondents of in-depth interviews argued that "globalization is a double edge sword for women". Male migration flow towards urban areas has put women under the triple burden of homemaking, farming, and job in the rural sector. Also, the situation is not that pragmatic for working-class women who moved to cities for work often face exploitation. The argument is further supported by Jaffri, Sana, & Asjed (2015) research which presents globalization impact on gender inequality in the economic domains of Pakistan. Results of qualitative data further lead that rural/urban migration is weakening traditional ties of different

institutions specifically of family unit e.g. as the divorce rate is on increase. Cliché women representation by media is also derailing women's image so falsely in the present era i.e. putting social pressure on a misogynistic standard for women. On the very adverse side, we can say a competitive work environment, male political domination, and social divergence have harmful consequences for our women in Pakistan. However, at the surface due to international pressures women visibility can be witnessed but to come out of their vulnerable existing situation and become a practically effective member of society has quite slow.

6.2.3.3 Is there any Relationship between Globalization and Women's Empowerment?

Up to now from various aspects, a discussion has been done on globalization regarding Pakistan and women in general. After developing the relationship of globalization influences study further developed an argument pertaining relationship of globalization with women's empowerment here in this section of the chapter. While dealing with this relationship two interpretations from participants' views were revealed. The first aspect emphasized that globalization is a strong source for improvement of women standing in society, however, the second aspect revealed that globalization has been a source of more pressures, obstacles, and responsibilities for women in 3rd world countries and specifically here in Pakistan.

By discussing pro-globalist views of study respondents, no doubt organizations i.e. INGOs and international bodies are believed to have an important role in third world countries development and specifically bringing improvements in the lives of marginalized segments of the society i.e. women and children (Kakakhel et al., 2016). So, by fighting for their rights, by creating awareness, care for children and women's health and contributing to the reduction of poverty, yes! It has its effects on women in Pakistan too. It has been concluded by study findings (i.e. qualitative data) that communication technologies, educational attainment, and other opportunities i.e. freedom of mobility etc. have empowered women variously as per the strata to which they belong in Pakistan. There is a strong relationship between globalization

and women's empowerment because women's disadvantaged position has been a great concern and high in debate in the developed world and we are getting its positive influences here in Pakistan now. Similar findings have been concluded by Sarwar and Jadoon (2020) that globalization positively and significantly contributes towards women's empowerment and ensures that women are not discriminated against men in all spheres of life. Because of the emerging new economic opportunities for women entrepreneurs they are more involved in small scale businesses and this financial independence guaranteeing women's empowerment reported respondents of in-depth interviews, similar findings were also part of research conducted by Zafar (2016). All participants reported that with increased educational online facilities, women can upgrade their knowledge and skills. Some of the occupations and activities are previously known to be meant for males only are now no more seen as alien to these young Pakistani females.

As illustrated by thematic analysis findings, globalization has empowered women in Pakistan, but this empowerment magnitude varies area and their strata wise in Pakistan. Women of affluent classes and urban areas are more beneficiaries of globalization. For rural women, there is a long way to go to become the globalization beneficiaries in Pakistan. As compare to opportunities women are having more obstacles in the way of their empowerment as families are still headed by males and family care is still a priority job for women (Hasan and Ahmed, 2014). There is no such mechanism that has relaxation for women due to their multiple roles at home and outside in the work arena. So, study participants of the qualitative data argued that family and marriage institutions deterioration, high rates of divorce, multiple responsibilities of working women worsening and limiting empowerment opportunities for women (Fernandez and Wong, 2014). Feedback from respondents of thematic analysis in this study showed that in the name of modernization women are more objectified as compare to empower predominantly via media and from other platforms in patriarchal societies like ours

and similarly Maheshwari (2017) discussed that female objectification is the output of patriarchal mindset. It was interesting to note that in the formal and informal sectors in countries like Pakistan males have not been facilitated with their due rights so how exploitation of women at various levels in society can be controlled. Either in the job market, educational attainment, or if it's the matter of acquisition of health facilities, scarcity in form of non-availability of sufficient resources is there so women's empowerment and to ensure their legal, economic and political equality needs consistent efforts from all stakeholders highlighted by the in-depth interview respondents. In patriarchal societies like ours, we can't appreciate the pace of women's empowerment as it's not so visible or having a prominent contribution to the country's progress. Being going through a transitional phase of development might be some women in some fields of life are empowered but we can't generalize it. Study findings of the thematic analysis concluded that women's empowerment at certain levels in specific areas and of certain classes due to globalization can be observed in political and economic fields, but a traditional socio-cultural aspect of life is still dominant for women in Pakistan.

6.2.3.4 Does Higher Education & Employment Opportunities Empowering Pakistani Women?

From this section onwards now, the discussion will be focused on various dimensions of women's empowerment i.e. economic, political, socio-cultural, family, and individual levels due to different indicators of globalization in Pakistan. For getting a detailed answer to the question related to the relationship of globalization influences and the women's empowerment situation in Pakistan now study has further argued about women's empowerment in specific domains here in these sections below.

In the current study respondents of thematic analysis perceived that education and especially access to higher education provides those practical skills which is the requirement of financial market jobs. Globalization has provided both outlets with such specialization that is suitable

for women to come forward. Results further lead that women can get empowered if in society there is the acceptability of their new changing roles and responsibilities. The argument is further supported by (Oláh et al., 2018) which stated that gender relations and related values and attitudes have become more fluid, changing dynamically over the life course in the context of modern societies which enhances women's self-confidence (as the mean score was found with higher mean rating 2.24 on 3 points Likert scale with *SD* of .601). So, for societal development, it is important to support and bring women into mainstream domains. Literature is evident of a significant relationship between higher education, employment opportunities, and empowerment of women (Habib et al., 2019).

The following sections further discuss the relationship of higher education with family interpersonal relations & individual autonomy, and the relation of employment opportunities with the economic empowerment of women in Pakistan.

6.2.3.5 Higher Education, Individual Autonomy & Family Interpersonal Relations

The present study indicated that there is no doubt about the fact that education is a very powerful tool that has improved the empowerment of women at various levels especially boosting their self-confidence and enabling them to deal more rationally with their family matters and conflicts (as the mean score was found with higher mean rating 2.06 on 3 points Likert scale with *SD* of 1.011) also confirmed by Parvazian et al. (2017). Study findings highlight, improvement of women status due to higher education not only enhanced their self-esteem but also improved their ability to perform their roles and responsibilities with more efficiency and dedication (as mean score was found with highest mean rating 2.37 on 3 point Likert scale with *SD* of .551). Global exposure via education further brought changes in a traditional family and socialization patterns i.e. improved parent-children relationship (as the mean score was found with the highest mean rating 2.45 on 3 points Likert scale with *SD* of .524), decreased gender differences and exploitation (as mean score was found with highest

mean rating 2.33 on 3 points Likert scale with *SD* of .595), women say in family decisions etc. (as mean score was found with higher mean rating 2.21 on 3 points Likert scale with *SD* of .671). As same views reported earlier by Voigt and Spies (2020) in their research that education enabling women more confident and increasing their visible role in community life and development.

According to Hind (2015) the expansion of the service sector and the knowledge economy, and increased access to education has provided women with access to every walk of occupational and professional life. Another factor emerging from qualitative study findings was that globalization has created a knowledge economy that crushed the centuries-old patriarchal structure which was mainly based on an agricultural economy that empowered men in societies. So, knowledge has brought men and women to the same floor, now women are in a position that can compete with men. The encouraging thing is that they have stepped into the real practical world now so one day will be of their ultimate empowerment. Further, findings illustrated that education and financial contribution from women towards their families are putting a dent in our orthodox social systems. Such sort of examples can be witnessed now which is showing parents concern for their daughters' choices for marriages (as the mean score was found with a higher mean rating of 2.20 on 3 points Likert scale with *SD* of .758) and their professional education and career (Voigt and Spies, 2020).

Study participants argued that the development and harmonious growth of our society are only possible when women are considered equal partners in progress with men. It is the benefit of higher education that our women having own identity (as the mean score was found with the highest mean rating i2.39 on 3 points Likert scale with *SD* of .550) and are experiencing economic independence and increased standing within family and society. Also, higher education enables women to impact several discriminatory practices simultaneously and thereby affect change for the better (UNFPA, n.d.).

Furthermore, with regards to education, another result of the study leads to the role of NGOs in enhancing women's self-esteem (as the mean score was found with the highest mean rating of 2.39 on 3 points Likert scale with *SD* of .609)and the use of technology e.g. YouTube has also played its part in educating women and enhancing their self-efficacy (as the mean score was found with higher mean rating 2.25 on 3 points Likert scale with *SD* of .486) as there are many pieces of training and online tutorials for them but end-users and recipients are urban women as compare to rural in Pakistan. The same is the case with scholarships opportunities that mostly urban girls become encouraged to apply for knowledge and skills acquisition as UN-IANWGE (2012) also supports study findings that rural women are far behind urban women about every Millennium Development Goal Indicators.

On the contrary side, the study further reveals that until now it wasn't the responsibility of women to take care of family financial matters, so women were independent of this responsibility but now being educated we are expecting them to do a job and earn for the family. Family abandonment by males is a new dimension we are experiencing now particularly in our urban areas but the findings of Bhat (2015) emphasized that education develops the concept of participation of women which will lead towards the elimination of gender discrimination.

With access to higher education, research outcomes conclude that empowerment only can come if women will be educated otherwise it will minimize employment opportunities for women in this era of mass globalization which ultimately affect their identity and their position in the family.

6.2.3.6 Employment Opportunities and Economic Empowerment

The discussion further leads the participants' views that education gives sense and understanding capability while employment enables anyone to stand confidently and move upward in society. All participants reported that our working women become more rational beings now, more logical, and practical as compared to traditionally perceive emotional beings.

The competitive work environment enhanced their capabilities and enabled them even to do decisions regarding small or large purchases independently now (as the mean score was found with a higher mean rating of 2.23 on a 3point Likert scale with an *SD* of .706). There are examples and the number of such examples is increasing day by day that financial independence enables women to exercise their rights and raise their voices against violence and discrimination (Taylor and Pereznieto, 2014). They are now contributing to family budget (as the mean score was found with a higher mean rating of 2.28 on a 3point Likert scale with *SD* of .575), children's education and not accepting abusive relationships, and this is empowerment (World Bank, 2012; 2013). UN-Women (n.d.) reported that around the globe women are now migrating to seek work and better lives, same findings articulated in the current study. Findings showed that migration to cities has enhanced women's economic contribution to family support (as the mean score was found with a higher mean rating of 2.29 on a 3point Likert scale with an *SD* of .565). Today women have been playing their important roles at higher positions like ministers, parliamentarians, Vice-Chancellor, Deans, professors, academics, entrepreneurs, and Chief Executive Officers-CEOs of public and private domains. This shows a positive correlation between the skills, employment opportunities with the economic empowerment of women (Raj, 2014).

The findings also highlighted that industries in urban areas provided an increased number of jobs for women being cheap labour (as the mean score was found with the highest mean rating 2.44 on a 3point Likert scale with *SD* of .674). Also, in the marketing sector, you may find women visibility as well in many other service sectors too e.g. banking, media, communication, insurance etc. (Raj, 2014). In the current study respondents perceived that we are becoming more services sector-oriented society as compare to technologically advanced or industrialist so women participation in the workforce is increasing day by day which makes a women's control affirm over herself and her family (Deere & De Leal, 2014). Though

discrimination at the workplace, maternity leaves, prolonged working hours, and the wage gap are the few modern time issues that women facing here too in Pakistan. However, the services sector has opened a window for women to come up with their potentials too because before that doing the job was taboo for women in Pakistan. Findings further lead that women are becoming good entrepreneurs (as the mean score was found with a higher mean rating of 2.27 on a 3point Likert scale with *SD* of .587) as we have micro-financing institutions that provide loans for small businesses to women. So, employment enables women to be economically independent the rest of the other aspects of empowerment are dependent on this economic empowerment (Datta & Gailey, 2012).

On the flip side, in Pakistan, wealth is distributed among men traditionally i.e. family assets so women dependency is there irrespective if they are getting a higher education and doing jobs. Though our women are there in jobs and we talk a lot about it but they don't have a spending power of their income, this is the aspect of empowerment that we are not still highlighted in our national debates about the empowerment of women. Present study findings highlighted that we are more moving towards women slavery rather than women's empowerment. Further, no doubt employment opportunities for women can empower women but male chauvinism is there in our society which restricts women to be fully empowered even though they are struggling (Cornwall and Edwards, 2016). If we look at the pace of competition and privatization in Pakistan then we can assume that women could be the victims of this economic globalization as not prepared due to certain socio-cultural barriers.

6.2.3.7 Global Political Scenario, Pakistani Government, & Political Empowerment of Women

Here in this part of the chapter, the discussion emphasis is on the influences of government in global political scenarios and the country's adherence to international organizations/bodies on empowering Pakistani women politically. Results of the current study (as the mean score

was found with the highest mean rating of 2.52 on a 3point Likert scale with *SD* of .624) reveals that Pakistan being a signatory of formal international treaties enhanced avenues for women's knowledge of political systems (Chaudhary et al., 2012). Also, socio-political movements help women to exercise their right to vote (as the mean score was found with the highest mean rating 2.42 on 3 points Likert scale with *SD* of .541) and participate in politics (as the mean score was found with the highest mean rating 2.41 on 3 points Likert scale with *SD* of .604). Study participants argued that our politics and government which previously had a rigid and controversial presentation now has a soft image because of women's involvement in this domain to the world.

Another factor emerging from study findings was that the political structure in our society is family-based so generally, it's difficult to even for men to come forward from the masses so for women it's more challenging. Results further lead that if we look at it as ceremonially, even our women are at a much better place than many other societies, we have traces of women in key positions. Our women have created a positive image in Pakistani politics over a period e.g. Ex-Prime minister Benazir Bhutto (late) is a strong example of women's empowerment not only for Pakistan but as well for the world. Many women are there working in different capacities i.e. in Parliament, provincial assemblies and local governments besides their growing number in public and private sector organizations and their voices are heard too.

In addition, detailed discussion regarding globalization and political empowerment of women by participants revealed that international organizations with the collaboration of Pakistani civil society i.e. NGOs have a significant contribution in highlighting women's vulnerability in different domains and making new legislations and amendments to existing discriminatory laws in Pakistan, same findings articulated in Gray et al. (2006) study. Study findings (as the mean score was found with the highest mean rating 2.30 on 3 points Likert scale with *SD* of .651) concluded that such awareness and efforts for removal of inequality,

oppression, and discrimination has enhanced women's standing in society and their chance of getting affiliated with some political party/group in Pakistan (Chaudhry & Nosheen, 2009). Furthermore, the recent trends of women direct electoral competition are ensuring that in near future there will be no need for quota/reserve seats for women in politics.

On the other side, findings revealed that it's a fact too that our women are not economically independent so they are not in that strong position to contest elections on their own that's why they need support from males and dominant parties and in return that's why their influence has not been seen as independent and they don't have their strong voices especially in decision making and in policymaking process yet so far (Weiss, 2012).

Findings showed that unquestionably, global political influences have open up vision and provided an insight and unions/activists group formation has enhanced women's political participation at the community level (as the mean score was found with the highest mean rating 2.38 on 3 points Likert scale with *SD* of .612) but still if our democratic system creates a strong structure which provides opportunities for women locally it will be more influentially empower Pakistani women leadership role.

6.2.3.8 Cultural Globalization and Women's Social Empowerment

After a discussion about different aspects of women's empowerment now at the end the chapter's focus is on that how access to information, awareness, and global interaction has contributed to improving the socio-cultural status of women in Pakistani society? No doubt, media plays an important role here by providing access to information and acts as a tool to reach out to the masses and share experiences in local and global contexts. Study findings regarding women's empowerment at the societal level reveal that due to changing gender roles at the global level women in Pakistan becomes more prestigious and receive attention/ respect from others (as the mean score was found with a higher mean rating of 2.24 on 3 point Likert scale with *SD* of .806). So over a period, access to information and awareness has put an impact

on women's lives here in Pakistan too. On the contrary findings of Ashraf and Ali (2018) illustrated that due to increasing globalization influences women status is falling in Pakistan.

Study results indicated that easy access to transportation has enhanced women's freedom of mobility/ movement i.e. access to the market etc. (as the mean score was found with a higher mean rating of 2.07 on a 3point Likert scale with an *SD* of .814). Further, information communication technologies-ICTs (i.e. TV, Internet, Social Media etc.) has enhanced women's positive image in society (as the mean score was found with a higher mean rating of 2.07 on 3 points Likert scale with *SD* of .867), contrary findings have been presented by Khan (2010). Another result of the study leads to revealed that access to ICT also enabled women to understand and be aware of their rights and obligations in society. So, global interaction has played an effective role in women's empowerment. While becoming part of the international treaties and agreements, awareness and responsible behaviour are created at all levels in Pakistan. In the present study respondents perceived that diffusion of cultural traits enhances women's participation in social activities at the community level i.e. marriages, eid, mela etc. (as the mean score was found with the highest mean rating of 2.35 on a 3point Likert scale with *SD* of .541). The influence of modernization and technological advancement are impacting attitudes and behavioural patterns among people i.e. many tabooed issues are now questioned and addressing by different segments of the society, similar findings presented in Shahzad (2015) report.

In addition, the discussion further leads that the government is also spending more to bring awareness about gender and development e.g. dual-earner system is an example. The findings also highlighted that dual-earner system enhances women's ability to avail basic facilities of life (i.e. health care, education etc.) in our society (as the mean score was found with the highest mean rating of 2.56 on 3 points Likert scale with an *SD* of .558) and all such indicators indorsing improvements in women social level empowerment in Pakistan. Participants

highlighted that previously women were confined to four walls of home and had few limited fields to join but now they are more valued in society and doors are open for them to explore their potentialities.

But some respondents expressed their views opposite as media institution is not playing its role in that way so women could get empower rather its more exploitative towards women of Pakistan. Our media focuses on women issues and highlight their sufferings in a misinterpreted way than how come their status can be improved in society. If women remain an object and they just objectify in media, as reported by Maheshwari (2017) it will hamper their representation at national as well as at global level. The discussion further leads that media is more strengthening those stereotypes which are weakening women at the social level outside the home domain in the society.

However, still, if we talk about women rights that presume we are challenging our tradition, culture, and religion as it's difficult to bring change in ideas, thoughts, and belief systems but with time our socio-culture believes the system is facing challenges and will be subject to alteration.

6.2.4 Objective # 04: Measures for effective empowerment of female beneficiaries

In chapter 5 of this research study, two themes along with six sub-themes were presented around objective four-04 that to share challenges/hurdles along with suitable measures for women's empowerment in Pakistan. This section of the chapter describes the fourth triangulation of participants' feedback related to a discussion about how to improve the situation of socio-economic and political systems in Pakistan for effective empowerment of female beneficiaries by highlighting the challenges related to globalization that may be hampering the empowerment of women in Pakistan themes and analysis delineated in chapter 5. Discussion on the issues and suggestions themes gleaned from the literature included "Issues & Challenges in the way of Women's Empowerment" (i.e. issues related to socio-cultural,

political, and economic globalization). Next to it is a discussion about the "Course of Action for Empowering Pakistani Women" theme included measures at individual, family, and social levels along with political and economic domains.

6.2.4.1 Issues & Challenges in the way of Women's Empowerment
(i.e. issues related to socio-cultural, political, and economic globalization)

Study findings of the fourth objective confirm considerable diversity concerning issues and challenges in the way of women's empowerment in Pakistan because of different globalization aspects i.e. socio-cultural, political, and economic and their influences on women's life.

Study findings indicate that there are certain socio-cultural constraints due to which Pakistani women are not able to be benefited from those opportunities that because of globalization women are having in other parts of the world. Openness to the world means losing our own socio-cultural identities which are male-dominated and male-defined and is not in favour of women folk can be endangered. Mostly the ease and security related to travel is a huge challenge. If the transportation is safe and secure women will use less time in creating a secure environment and spend more time progressing in their profession and business. Patriarchal mindset is another reason which resists women's empowerment and always undermines women capabilities. So, the existing conservative Mindset which is not from one side rather from both sides of men and women is a great hurdle. Both are hesitant to accept each other's changing roles so we can't only blame men women are also reluctant to come forward. In our context, social misinterpretation of religion is a strong hurdle for women's empowerment in any sphere of life. For women's education, mobility, employment, or even availing of health services always have been restricted by conservative traditions, cultural beliefs, and orthodox religious groups in our society. We have retained some discriminatory values attached to gender, age, caste, and ethnicity which are hurdles in the way of women development in our society. Our proverbs about women are one example of this mindset e.g.

women are weak, emotional, and stubborn, with an empty brain, they are wacky and vain etc. etc... I think the hurdles are again those stereotypes that the women can't do work on management positions which is not true, which is not true at all. As far as women's empowerment is concerned there is a fear in traditional societies that they will lose their patriarchal system if women get on equal stands with men. If women will be empowered so it might be possible our existing traditional family system get dissolved and in return society will get corrupt and goes down ethically and morally.

Due to political globalization women rights issue has been brought into legislation to make it law as a written part of the constitution in almost all countries of the world, which in return misinterpreted in Pakistan. Implementation of women rights in Pakistan for effective empowerment of women specifically in the political domain is a big debate as still, politics is male-dominated. That's why the majority of women political activities are dependent on male members whether they are family members or political parties' members. International organizations strong influence especially in the creation of awareness about women political participation also creating problems for the Pakistani government to execute government agendas so in return issues related to women that have external support are not encouraged by the government. Further study findings also endorsed that in our traditional society if the government accord with international women rights that will bring our women in a confrontation with men. Because such political rights and independence provision to women will manifest the western dominance here in our politics. Along with a strong conservative political setup led by males and weak financial background, the ineffective role of women in political decisions and policymaking are the major hurdles for women political empowerment in Pakistan.

Women financial dependence no doubt affects their positioning in society in all socio-cultural, political and economic domains. In Pakistan life of working women and especially of

educated ones is quite challenging as to cope up with and survive in a nationalistic economy which is an anti-thesis of globalization. Because such women are facing multiple forms of subjugation i.e. from family, at the workplace, and in the community. Advanced technological expertise/exposure and the existence of external financial bodies have raised levels of competition that becoming a hurdle for Pakistani women to reach such levels in the economic market domains. Because of the glass ceiling, even educated skilled women are not able to reach key positions in different organizations where they are working for a long. Women are on double edge with the rise of global interaction as they are working outside the home and in traditional Pakistani structure, they are expected to fulfil household chores too which in return affecting their efficiency at work and family both ends. Until male colleagues and family members not recognized women financial contribution, the benefits of globalization won't be achieved. With the increasing influence of globalization, the role of the informal/private sector has been increased and rural women are losing their space there. Due to economic globalization public sector is on a decline in the developing world and with the rise of private industrial and organizational setup in traditional /conservative societies like ours women are considered expensive employees concerning their family life and responsibilities. Being mostly unskilled having low wages and because of high competition in the marketplace, our women are far away to be fully empowered economically in our society. Further standards of private-sector jobs and other issues i.e. mobility, transfers, working hours etc. related concerns are those hurdles in the way of globalization that are not allowing our women to be economically fully active and independent.

6.2.4.2 Course of Action for Empowering Pakistani Women
(i.e. measures at an individual, family, social, political, and economic levels)

This part of the discussion is based on participants' suggestions concerning suitable measures for women's empowerment in Pakistan that how can we improve the situation of

socio-economic and political systems in Pakistan for effective empowerment of female beneficiaries. Study findings included measures for all five aspects of women's empowerment i.e. individual, family, social, political, and economic domains covered in this study.

Study findings regarding measures that need to be taken at the individual, family, and social level to empower Pakistani women indicates that most important is the self-recognition by women, they should realize their potentials and use these to empower themselves. Not necessary every woman has the same qualities that are of the other women but keeping in view their capabilities they must utilize them to outshine. If we want to empower our women we need to engage our men to provide them with better education, provide them with better health care system, and ensuring equality for them in all spheres of life will go a long way in transforming Pakistani society into a global scenario. Islam has given rights to women we should endorse these in our society so women can get better treatment by family and society. At once if we expect or want that our women get independence/empowerment so it will be difficult, there are different levels so step by step if we give courage to our women then one day they are in power over men in society. We need to change our socialization patterns for girls as we taught them since childhood to be dependent on someone. We need to trust them and let them be independent in their doings. When we overcome our biases and stereotypes regarding women we will prosper as a nation.

Further, study findings regarding respondents' suggestions for effective political empowerment of women indicate that it is a pre-requisite for empowerment to implement the national and international legislation concerning women rights and their protection at all levels. Furthermore, there should be an increased representation of females in the political systems with their say in various legislative and statutory bodies. To enhance women voices at a governmental level they should come via election rather than quota system, it must be

discouraged by encouraging women participation in political activities independent of any power elite.

About the economic empowerment of women, study findings showed that we should acknowledge the financial contributions of men as the majority of Pakistani males are supporting their families alone but being part of the global world it's a need of the hour that we should encourage our women to be part of the active economy. It is important to increase employment opportunities for females on priority in various sectors e.g. focused on women developmental projects and activities at different levels. If women will be given their inheritance property rights so it will work as a pull factor for them to come into economic activities and becomes women entrepreneurs. We need to acknowledge our women financial contribution towards their families so in return their work participation will be accepted and appreciated at a societal level. To make women an effective part of the economy we need to technically skilled them with the requirements of the national and international market so they can compete. Governmental level efforts are needed to device such policies which enhance women economic participation in the development of the country.

6.3 Discussion regarding Theoretical framework

This section will provide conceptual information on globalization, women's empowerment, and on influences of globalization on empowering women. Theoretical interpretation of various approaches to the key concepts used in the current study have been driven and discussed in the following paras. No doubt, the current study does not claim of the provision of complete linear development of the theoretical discussion on key variables as it is not possible due to certain constraints i.e. time limits etc. neither claiming the inclusion of all theorists concerned with the issue under study yet among them few of the influential are part of the current study. Also, the current study does not claim of discussion of all aspects of the

theories included but some of the aspects will remain a focus of the discussion here in the chapter.

6.3.1. Theoretical Exposition of Globalization and Women's Empowerment Stand Points

Since this study focus remained on three dimensions of globalization i.e. economic, political, and cultural so it has been tried to narrow down the theoretical discussion related to concerned fields. In addition to globalization theoretical exposition, the study further emphasized women's empowerment theoretical standpoints which include theoretical perspectives given by Srilatha Batliwala, Naila Kabeer and Jo Rowlands, three of the most often cited writers on women's empowerment are part of this discussion. These different theoretical perspectives helped to develop different categories, constructs, and identification of various indicators of globalization and women's empowerment for the theoretical framework of the current study.

Thus, the focus of study gets its initiation from the globalization paradigms i.e. pro-globalists and anti-globalists views which have been interpreted regarding three perspectives of globalization including hyper globalization, sceptics point of view, and transformationalists stance. Further fourth wave globalization deliberates ideational era and media influences. Though globalization stands itself as a theory, three different theories have close links with the globalization phenomena i.e. world-system theory, world culture theory, and world polity theory are also part of the discussion.

Three modern theories of globalization exist to try and explain the rapid changes that are currently taking place as we become more interconnected: hyper-globalization, scepticism, and transformationalism (Held, McGrew, Goldblatt, & Perraton, 1999). While hyper globalists and sceptics seemed determined to predict the results of global interactions, transformationalists are less certain of globalizations outcomes. The transformationalist theory proposes that

globalization is caused by a wide range of factors and its outcomes cannot be determined but are instead continually being shaped by the processes currently in place (Barnes, 2018). In addition, the fourth wave of Manuel Castells "Network Society" connecting people and nations via the pure power of digital communication. Therefore, Network Society is simply another expression for Globalization but more explicatory (Pirogan, 2017). Subsequently, "World System Theory" interprets the modernization and development dynamics between the developed and 3rd world countries specifically focusing on the later exploitation (Dunn & Brisk, 2019). However, "World Polity Theory" is focused on the fact that societies have been becoming more similar in terms of their government and state policies (Cole, 2017) and the focus of "World Culture Theory" is on differentiation of culture which defines globalization roughly as the intensification of consciousness of the world as a whole (Robertson, 2014). According to these perspectives globalization influencing individuals and societies to adapt themselves to the changing trends of the globe.

In addition to this, women's empowerment is more often cited in the literature as women's ability to make decisions and affect outcomes of importance to themselves and their families (Al-Mamun et al., 2014). To have greater control over one's own life or the ability to "affect one's wellbeing by challenging status quo," (Bayeh, 2016) and "make strategic life choices" (Akram, 2018) or can alter relations of power (Bhatia and Singh, 2019). Keeping in view this situation and by reviewing previous literature and perspectives available on globalization influences on different aspects of women's empowerment, this study proposed a Five-Dimensional Model of Women's Empowerment (i.e. economic, political, social, family, and individual) to integrate previous findings and to gain a deeper understanding of women's empowerment regarding globalization.

Study findings concluded in the light of globalization and women's empowerment perspectives that globalization has various effects for different segments of the world societies

with variation from positive to negative as well feeble same influences found for women in Pakistan too. Along with qualitative findings of variant influences of globalization regarding the improved status of women in chapter-05, current study findings of table 4.12 of the quantitative chapter-04 also showed a significant and positive relationship of globalization with the other constructs of the current study. Results identified the correlation among study variables included women status, equality with men, globalization, political empowerment, economic empowerment, social status of women, women autonomy, and women role in the family.

6.3.2. Theoretical linking of Globalization Influences on Women's Empowerment

Taking it into consideration, conceptualization and linking of study variables further get strengthen by adaptation of Kabeer (1999) model of women's empowerment presented in Buvinic et al. (2020) study for the measurement of current study variables.

The process of empowerment (also known as "the exercise of agency") is an intermediate step that leads to a final women's empowerment outcome that has five different dimensions i.e. social, economic, political, family inter-personal, and individual autonomy (Table 2.3, chapter-02). In the current study women's empowerment is the outcome of economic, political, and cultural globalization factors that enhances women's capabilities to exercise their choices/agency which in return empower them. Economic, political, and cultural globalization factors/indicators define opportunity structure for women. This opportunity structure enhances women's capabilities i.e. their skills that enable them to exercise their agency and take advantage of globalization opportunities/resources available to them.

This theoretical framework enables the study variables to be get measured in a way so can come up with the answers to questions raised by the current research. The current study hypothesized that global democratic politics influence women's political empowerment in Pakistan. Findings revealed (i.e. in table 4.13 of quantitative analysis of simple regression in

chapter-04) that globalization positively predicted political empowerment (F (1, 374) = 116.94, p<.001). Further, the R2 value (.24) indicated that the predictor (globalization) explains 24% of the variance. The current research concluded that globalization with its different constructs (i.e. presented in Table 2.3, chapter-02) are the major predictors of women political empowerment in Pakistan. Next, the study supposed that access to employment because of global flows of trade and investment is empowering women economically in Pakistan. Findings revealed (i.e. in table 4.14 of quantitative analysis of simple regression in chapter-04) that globalization positively predicted economic empowerment (F (1, 374) = 165.16, p<.001). Further, the R2 value (.31) indicated that the predictor (globalization) explains 31% of the variance. The study concluded that globalization with its different constructs (i.e. presented in Table 2.3, chapter-02) are the major predictors of women economic empowerment in Pakistan. Next, current research expected that globalization has contributed to improving the social status of women in the patriarchal Pakistani society. Findings illustrated (i.e. in table 4.15 of quantitative analysis of simple regression in chapter-04) that globalization positively predicted the social status of women (F (1, 374) = 119.88, p<.001). Further, the R2 value (.24) indicated that the predictor (globalization) explains 24% of the variance. The study concluded that globalization with its different constructs (i.e. presented in Table 2.3, chapter-02) are the major predictors of women's empowerment at a social level in Pakistan. The next hypothesis of the study was whether globalization has enhanced women autonomy in Pakistan? By testing this hypothesis findings revealed (i.e. in table 4.16 of quantitative analysis of simple regression in chapter-04) that globalization positively predicted women autonomy (F (1, 374) = 92.66, p<.001). Further, the R2 value (.20) indicated that the predictor (globalization) explains 20% of the variance. The current study concluded that globalization with its different constructs (i.e. presented in Table 2.3, chapter-02) are the major predictors of women's empowerment at an individual level in Pakistan. Finally, the study hypothesized that globalization at the cultural

level has influenced women status and roles within a family. Findings showed (i.e. in table 4.17 of quantitative analysis of simple regression in chapter-04) that globalization positively predicted role in the family ($F(1, 374) = 78.10$, $p<.001$). Further, the R2 value (.17) indicated that the predictor (globalization) explains 17% of the variance. The current research concluded that globalization with its different constructs (i.e. presented in Table 2.3, chapter-02) are the major predictors of women's empowerment at the family level in Pakistan.

Overall, women's empowerment is the outcome/achievement of globalization variant factors in the current study. These factors impact women's exercise of agency, which in turn impacts their empowerment. Women's empowerment in different domains not only enhances women's capabilities but contributes to changing societal structure of inequality and women's subordination in society. Kabeer's influential conceptualization of empowerment as "resources" leading to "agency'" and resulting in "achievements" matches the different factors in this framework: "resources" summarizing the column that includes globalization factors; "agency" corresponding to intermediate outcomes of different aspects of women's empowerment; and "achievements" equivalent to the outcomes of women's empowerment in table 2.3 of chapter-02.

6.4 Contributions of the Study

The present research made contributions to the current study in many ways. Here these have been briefly summarized as a theoretical contribution, contribution to the body of knowledge, and methodological contribution as following:

6.4.1 Theoretical Contribution

Most significantly, the developed theoretical framework (i.e. based on Kabeer's 1999 model of women's empowerment) under a new empirical research setting drawn from seven-07 globalization and three-03 women's empowerment theories satisfies all conditions with the desired level of fit to the data. This confirms the contributions in all respects. Fundamentally,

from different theoretical perspectives, the current study has drawn variant indicators and categories to assess different abstract concepts employed in this research to come up with answers postured in chapter-01 of the current study. This theoretical cohesion was used to explore study variables and the interrelated relationship of globalization influences and women's empowerment. As per the researcher's knowledge, this study explicitly extends the use of variant variables drawn from globalization and women's empowerment theories in a way that first time Kabeer's model of women's empowerment has been linked with cultural, economic, and political globalization components in an academic research study. As result, the addition of new variables, indicators, and categories to the study framework reveals new theoretical insights.

6.4.2 Contribution to the Body of Knowledge: Quantitative & Qualitative

Literature review appears insufficient and indicated a lack of consistency concerning the interconnectedness of globalization influences on women's empowerment. Therefore, this study contributes to the literature by validating some of those explanatory variables in a comprehensive model. Also, some of the variables were found to have a causal rationale and were incorporated in the present theoretical model toward empirical examination from a different perspective. To the best of the researcher's knowledge, there is rear literature available on linking globalization influences on women's empowerment phenomenon so that's why this research emphasized covering up this gap and picked this relationship and explored its variant influences i.e. positive, negative, and feeble. Another contribution by this research is that the previous literature provides more about globalization influences on youth however, this study linking globalization influences on women's empowerment in the case of Pakistan where women are almost half of the country's population and can play an effective role if get empowered. Further, literature is evident that women's empowerment and women development has been viewed regarding patriarchy and feminist standpoints, the current

research tried to look at women's empowerment regarding globalization paradigm that how globalization influences women's empowerment in Pakistan.

There is no clear consensus found in the literature on the influences of globalization on women. To measure the influences of globalization on women's empowerment, this study has emphasized economic, political and cultural globalization influences on variant empowerment aspects, as most of the studies in the literature provide this criterion for my research to overcome the knowledge gap existing on the phenomena under study. A recent review identified three obstacles to improving measures of empowerment "(1) Poor integration of theory into the development of indicators (2) Implicit judgment and bias in methods of analyzing data (3) Narrow choice of indicators that fails to capture the full scope of the empowerment concept. All these tasks require researchers to first establish what they mean by (women's empowerment)". This study tried to cover up these intellectual gaps found in literature concerning the issue under empirical investigation.

The workings of empowerment on all levels, on all domains, in all spheres, is still largely unexplored. Thus, this study tried to cover this gap by approaching women of different areas of Pakistan as well the other stakeholders i.e. parliamentarians, Journalists, and high-profile academicians (Deans, Vice-chancellors) from various parts of Pakistan. The study respondents having direct link with the current phenomenon under study as at quantitative part all respondents were women and in qualitative part parliamentarians, Journalists, and high-profile academicians (Deans, Vice-chancellors) who are considered influential in decision & policy-making processes, in point of view building and disseminating the ideas, content, and emerging perspectives related to globalization and women's empowerment in Pakistan.

So, keeping this in view, conceptualization and linking of study variables further get strengthen by adaptation of Kabeer (1999) model of women's empowerment presented in Buvinic et al. (2020) study report for the measurement of current study variables. Selection of

these variables, categories, and indicators have been based on rich literature reviewed for the current topic under study. The process of empowerment (also known as "the exercise of agency") is an intermediate step that leads to a final women's empowerment outcome that has five different dimensions i.e. social, economic, political, family inter-personal, and individual autonomy (see chapter-03, Table 2.3). In the current study women's empowerment is the outcome of economic, political, and cultural globalization factors that enhances women's capabilities to exercise their choices/agency which in return empower them.

Intrinsically, as most of the studies investigated regarding current phenomena under investigation covers one or the other dimensions. However, the current study has contributed to the literature by examining globalization and women's empowerment with its all possible dimensions in terms of comparing and contrasting commitment relationships to develop the synthesis for influences of globalization on women's empowerment context. Further, qualitative interpretations added depth to quantitative findings by the explanation of various variables with contextual exemplification from Pakistani society. This validates the extent of findings for generalization from a new perspective of Pakistani women. This study provides fresh empirical affirmation in the literature from a new context of investigation and could be verified in any further research contexts.

6.4.3 Methodological Contribution

The final contribution relates to the methodology and how it has widened the scope of the findings and thereby understanding. This contribution arises because most previous research on globalization and women's empowerment has been conducted either using quantitative or qualitative research methods, whereas the current study employed a mixed-methods sequential explanatory design. The use of both quantitative and qualitative research methods strengthened and enhanced the understanding gained because the quantitative approach provided numerical data that could be inferred to the whole population while the qualitative data provided in-depth

explanations (see Chapter 04 & 05). Furthermore, the use of mixed methods increased the validity of the research by triangulating the data for deeper explanations of the current study phenomena. This study developed new construct scales to measure globalization and women's empowerment variables. The item scales were drawn from relevant literature and refine through the nomological channel for their reliability and validity. The study employed these measures after comprehensive pre-testing and rigorous reliability and validity tests to achieve the nomological validity of the measures (see chapter-03). From an exclusively analytical point of view, this study has contributed to the literature by analyzing the influences of variant components of globalization on different aspects of women's empowerment in Pakistan.

6.5 Conclusion

In light of the findings, it has been concluded that globalization is a social change process that has spread all almost all the aspects of society due to its variant components i.e. political, economic, and socio-cultural. Current study findings are in line with the theoretical assumptions of globalization variant perspectives about positive, negative, and feeble influences for societies and distinctly influenced women's empowerment especially in the case of Pakistan.

CHAPTER 7

SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

7.1 Introduction

This chapter of the study summarizes the overall contribution of the thesis. It presents the limitations of the study, draws conclusions, and finally offers recommendations for practise, policymaking, and future researches. The major aim of this study was to find out how globalization has impacted women's lives and if it has empowered them in Pakistan. Keeping the aim of the study in view, the first part of the chapter presents the summary and salient features of the study by considering the specific objectives. After this, the next part offers conclusions drawn from study data. Next to this section, the chapter presents the contribution to knowledge, reflexivity, and limitations of the study. Finally, at the end of the thesis, recommendations for practice and policy as well for future researches will be provided.

7.2 Summary of the Study

The present research study was an effort to analyze and assess the influences of globalization on women's empowerment all over Pakistan. The study focus was to analyze the various predominant dimensions of globalization (i.e. economic, political, socio-cultural) and women's empowerment (i.e. economic, political, social, individual, and family) by exploring influences (positive, negative, feeble) of globalization on empowering women in Pakistan.

The purpose of the literature review was to provide the reader with a comprehensive understanding of important study variables i.e. globalization and women's empowerment across the globe. Overview of the relevant literature not only helped to develop the theoretical framework for the current study which is based on Kabeer (1999) model of women's empowerment with an influential conceptualization of empowerment i.e. "resources",

"agency", and "achievements" but also the gaps between the existing literature about the subject under study have been identified.

Next, the methodological approach opted for this study was a mixed-methods sequential explanatory approach by combining quantitative and qualitative approaches in different ways and degrees to explore the influences of globalization on women's empowerment in Pakistan. The researcher explained the methodological approaches, population and sampling procedures, data collection techniques, tools employed, and analysis in detail (see chapter-03). An effort was made to collect the required data from study respondents from different areas of all four provinces of Pakistan also including AJK, Gilgit-Baltistan, and Islamabad to ensure the representativeness of the study sample. By using proportionate stratified random and purposive sampling techniques required sample size was drawn. The final study sample was 376 out of 400 female respondents (i.e. beneficiaries of globalization & empowerment) with a response rate of 94% for a quantitative part, although 26 interviewees (i.e. academicians, politicians, & journalists) were accessed for the qualitative part of the current study. Different tools of data collection were employed i.e. a quantitative, self-completion questionnaire in the quantitative phase and in-depth semi-structured interviews were employed in the qualitative second stage of the research process. Descriptive and inferential statistical techniques were employed to analyze the quantitative data and thematic analysis was used to analyze the qualitative data. In both the data collection and analysis, accepted best practice was adopted to ensure the validity and reliability of quantitative data, as well as the credibility and authenticity of qualitative research.

Finally, the main dimensions included in the globalization and women's empowerment theoretical framework were unpacked in detail in quantitative chapter 04 and qualitative chapter 05 along with its discussion in chapter-06 of the current research. It was assessed that the findings of the present study helped analyze the role of globalization behind women's

empowerment in Pakistan and it also provided the existing gaps and suggestions for improvement which details are part of this chapter.

7.2.1 Synthesis of Major Findings

The information gathered through a questionnaire and in-depth interviews include socio-economic characteristics of the respondents, perceptions related to women's status, influences of globalization in Pakistan, relationship between globalization and women's empowerment, and suggestions for improvement in the situation of socio-economic and political systems in Pakistan for effective empowerment of female beneficiaries.

Opinions of different groups of respondents about the above-mentioned objectives come up with various themes and statistical inferences. All the findings (quantitative and qualitative) are coherent and interconnected, from the interpretation of the data it emerged that variant influences of globalization are evident in all spheres of women's life in Pakistan. This part of the chapter contains the important research findings, connects back to the research objectives, research questions, hypothesis, and demonstrates consistency about acquired data. The data analysis revealed the following major findings:

For the first-01 objective, demographic details of the study respondents reveal that for the quantitative part all participants were young women (i.e. 88% with age group between 20 to 40years) with higher education (i.e. 88% with the postgraduate level of education), mostly working (i.e. 65% were engaged with full-time jobs), from a different socio-economic background (i.e. 53% married, 71% urbanites, 56% have personal income up to 30,000/-, and 66% having family income up to 60,000/-) and belonging to different areas of Pakistan (i.e. Punjab, KPK, Sindh, Baluchistan, Azad Kashmir, & Gilgit-Baltistan).

Among interviewees of the qualitative part, eight-08 out of twenty six-26 respondents were parliamentarians/politicians, the next eight-08 were journalists, and the remaining ten-10 belongs to academia. The professional affiliation of the qualitative data respondents was from

three different domains as these were considered very much coherent to examine the different aspects of the current issue under study. Politicians, journalists, and academicians are those stakeholders who are considered with strong influence on the national issues-particularly in the global scenario, in the case of the current study, women's empowerment in Pakistan. As per institutional affiliation mostly politicians were ministers and Member National Assembly-MNAs representing different areas of Pakistan at the time of data collection. In addition to this, journalists have been associated with print and electronic media as well as some of them were CEOs of web-TV and social media channels. However, across the country university's Vice-Chancellors and Deans were approached including the universities of Federal (Islamabad), Punjab, Khyber Pakhtunkhwa-KP, Sindh, Baluchistan, and Gilgit Baltistan-GB.

Respondents' group for the qualitative part was heterogeneous as a perspective of both the gender was important for understanding the phenomena from various lenses. The gender composition of interviewees revealed that out of twenty six-26 respondents there were ten-10 female and sixteen-16 male members. Among them, five-05 female and three-03 male politicians participated in the current study. Followed by, six-06 male and two-02 female journalists who recorded theirs views on the issue under study. Finally, seven-07 male and three-03 female academicians have shared their stance on the current issue. The work experience of the participants varied from 6yrs to 16years+ in this study while some of them having a duration of more the 20years of their career so far. The specialization of respondents covered various fields of studies including, political affairs, law, human rights, women & family affairs, religious affairs, human trafficking & gender empowerment for parliamentarians. Next to parliamentarians were journalists and their expertise including, information & communications, socio-cultural affairs, planning & development, news media & digital media, development & management, socio-political & economic affairs, also included the development specialist. Finally, the area of specialization for academicians was

predominantly education & research along with other fields including, gender issues, socio-cultural affairs, planning & development, information & communications, education, and mass communication. Intriguingly, distinctions of specialization of the respondents provided depth to the results of the study under investigation.

For the second-02 objective, perceptions related to women's status by combining the target group's perspectives it was necessary to scrutinize to what extent the change has been observed by stakeholders in the last few decades in Pakistan for women own identity, their standing, their ideas and choices into account. Also, being in a male-dominated society to get equal status as men remained a central argument.

Quantitative findings illustrated women status in different spheres (political, economic, civil, social, and cultural) of life in Pakistan and it contained various statements as most respondents strongly agreed that women are considered as subordinate in Pakistan as mean score was found with the highest mean rating 4.06 on 5 points Likert scale, although for rest of the other statements mean rating varied between 3.2 to 3.9 on 5point Likert scale shows that majority of the respondents were strongly agree with all statements asked regarding women status in different spheres of life. Women status was assessed through different dimensions included some of them were e.g. women are generally exploited based on gender, social structures and institutions are impregnated with norms and values that discriminate against women, further, the social and economic dependence of women in returns ensure male supremacy in society, but they also exhibited their views about changing situation for women too specifically in urban areas as majority of the respondents were urbanites.

On contrary these findings were e.g. women are treated equally before the law, women have equal opportunity/ access to employment in the public or private sector, women have their true representation in administration and politics at various levels. Also, women have the freedom to participate in all spheres of life & social activities, women have their own choice of marriage,

education, career, and have a secure working environment. In addition, some other statements were included as women have their representation in legislatures, Islam as a religion has provided ample status and opportunities to women for establishing themselves as an important part of the society, well the government is eliminating negative customary practices by increasing awareness of women about their fundamental rights. It was illustrated by findings that women themselves are not aware of the rights enshrined to them in Islam and by the state. It was strongly agreed by the majority of the respondents that women's educational and professional life and their status in society are at present more on increase due to the efficient and dedicated role played by them in different spheres of life.

Qualitative themes and sub-themes (i.e. Are Women in Pole Position? Perceptions about Women's Condition, How Women Perceived at Socio-cultural Level? Women's Situation in Economic Domain, and Women's Ranking in Political Sphere.) regarding women's status reveals meaningful insights. Interviewees reported that women status in Pakistan is heterogeneous because of their interconnection with other forms of exclusion in society. However, the current women's situation is influenced by several factors concerning the socio-politico and economic dynamics of the country. Perceptions of interviewees about women's condition reveal that the rate of progress for women in all spheres is quite slow as we are living in a complex society for culture, economy and politics, so a simple answer to this question is not possible that whether our women status is high, moderate, or low as its subject to various factors including differences of gender roles, social classes, region, and rural/urban divide and their influences on women's life.

Specific results regarding women status at the socio-cultural level further lead that dichotomous stereotypical images regarding gender roles are common in our society and role development is less natural and more sociocultural based on predetermined notions among these socio-cultural institutions of family and socialization patterns play a significant role.

Another reason indicated by findings is that our women are not willing to change their fate. An interesting aspect of findings concluded that external influences especially of media at one end beneficial for women as its bringing improvement via gender focus initiatives by west however at the other end considered a potential threat for an existing value system in our society as perceived that media exaggerates about women condition in Pakistan.

On the contrary study findings also showed that there are improvements for women as they are becoming more educated and having opportunities for employment which result in changes to their social status. Study findings concluded that male domination varies with the difference of rural/urban divide for women. Study findings further concluded that awareness is an important indicator that has great relationships with women's privileges and obligations which determine their status in any society.

Similarly, specific results regarding women status in economic and political domains indicated that our women have always been contributed to the uplift of families in the economic domain too but because of lower status, their contribution gets turned unacknowledged. Another factor emerging from study findings was that our women are denied of their due right of inheritance which becomes a great hurdle in their economic uplift. Further, findings showed that women are encountered not only the challenge of availability of equal opportunities and restricted access to them also if they avail such milestones, but they also don't utilize such resources on their own. Similarly, what was surprising from study findings was where some participants acknowledged that now growing economic pressures compel those conservative middle class of Pakistan to not only allow but support women mobility and women work outside of their home territory and such support for women education, skills, and the job is getting visible now in Pakistan.

Study findings showed that being masculine society, the power imbalanced manifestation is many folded and resulted into restricted fields participation of women and putting women aside

specifically from politics as it's considered a male domain. Study findings illustrated that in the political domain women are there though have a cosmetic presence; also, this segregation extends to public office, with women more likely to be assigned to less influential cabinet positions. Further, women political participation has always been exploited because the majority of them comes via reserve seats which show a dominance of the patriarchal political sphere. However, in the last few decades women political efforts are becoming visible in Pakistan and their political efforts can be more effective if they could get the support of male members of families and outside in the community. Study findings concluded that today's Pakistani women do enjoy a comparatively better status than past though having challenges as well in different domains of life.

For the third-03 objective, influences of globalization on Pakistan were assessed generally in socio-cultural, economic, and political domains of Pakistan in both quantitative and qualitative parts of the study. The quantitative results highlighted that most respondents were to a great extent agreed that globalization is vastly shrinking the world around us as the mean score was found highest 2.39 on 3 points Likert scale, although for the rest of the other statements mean rating varied between 2.13 to 2.45 on 3point Likert scale shows that majority of the respondents were too great extent agreed with all statements asked regarding globalization general influences on Pakistan. There are mixed study findings of variant influences of globalization as findings that were detrimental showed that globalization has negative effects on Pakistan's governance and domestic institutions. Most of the government decisions in Pakistan are imposed by international bodies/organizations i.e. IMF, WB, WTO etc. Besides that, globalization has spread materialistic lifestyles and attitudes among people. Further, globalization widening the gap between the poor and the rich which resulting in socio-economic inequalities in Pakistan.

On the other hand, beneficial influences of globalization for Pakistan included e.g. globalization, economic development and social progress are associated with each other. Technological advancement has brought tremendous transformation in all fields of life also, media all over the world informs, entertains, and educates the public and Pakistan has no exceptions. Accordingly, it also has created a competitive and efficient environment in all fields of life in Pakistan. Next, trade, investment, & free-market economy has emerged., Economic globalization has increased educational attainment in the country. Further, due to globalization human resources mobility (inside/outside country) has increased in Pakistan. Globalization has increased the production of goods and services in different sectors i.e. health, education, agriculture, transportation, communication etc. Finally, globalization has promoted in Pakistan certain global common values such as equality, human rights, justice, democracy etc.

Qualitative themes and sub-themes (i.e. Pakistani Culture in Global Era, Mass Media, Technology, & Cultural change, Changing Social Institutions & Gender Roles, Economic Viability & Globalization, and Global Power Dynamics & Politics in Pakistan) regarding influences of globalization on Pakistan reveals meaningful insights. By assessing socio-cultural influences of globalization study findings showed that modern culture is now no more phenomenon of urban areas rather it has access to rural areas as well via mass media and technology which has mega influences for institutional change that in return has effects for changing gender roles in Pakistan. Findings indicated that the use of technology and media's strong influence has brought dents on traditional mindset so we can also observe this technology-based fourth-04th wave globalization influences as a threat for many cultures too as a spread of material culture is unanimous. Now ideas dissemination to anywhere is very influential and a matter of a touch distance so a question arises that what will be the future of indigenous cultures. It has been concluded by findings that though globalization is not a new phenomenon fast-changing trends put globalization at its maximum, so this aspect is now a

matter of concern for many societies in the world. Interviewees reported that rethinking and reshaping of different aspects of Pakistani culture are under influence of globalization i.e. Pakistan is becoming a consumer. So, from language to food and from dressing to norms and values each aspect has now new depictions. Such as liberalization of youth thoughts, women visibility in public domains, changes in family relations, social interaction, and dominance of material over ideal culture etc. also was argued that there's nothing off-base in acknowledgement of other's social traits and values by remaining intact one's own culture. Fewer efforts have been made so far to study positive aspects of globalization; however, time is changing now, there are now laws for harmful traditional practices specifically related to gender. Study results indicated that the family as an institution now having new interaction patterns and changing gender roles not only within the family but also outside in different domains of society. Now creative and competitive patterns in educational fields, technical skills acquisition, and jobs have variant influences for men and women in Pakistani society. These variations have ultimate impacts on their thoughts to practical lifestyles. The cultural institution has been in a move from the conventional religious ridden towards a more present-day and magnanimous one and it has been recognized by the respondents as the need of the time and space. Results further lead that in terms of economy, political affairs, and indeed religion, Pakistanis have embraced a more mainstream and substantial supposition to even criticizes and advances the new philosophy of progression.

On the flip side, changes in social institutions and gender roles have some costs to existing indigenous cultures e.g. identity is a big question in this global era. Some negative consequences which are the result of homogeneous global culture identified i.e. materialistic lifestyle, weakening of family institution, changing marriage patterns, women in the market economy, an influx of technology in every other institution created competitive behaviour in individuals, harassment at workplace, individualization, and alienation etc. The findings

confirmed that no doubt we are moving towards betterment at one end however on the other end it's becoming a challenge to conserve our cultural identities which differentiate us from others.

Specific study findings regarding "economic viability & globalization", and "global power dynamics & politics in Pakistan" reveals that investment influxes, technological revolution, best economic practices, and innovative employment opportunities via large scale projects like CPEC are few positive aspects of economic globalization. However, globalization harms growth in countries that have weak institutions and political instability and countries, which specialized in ineffective activities. Study findings showed that state failure in taking adequate measures to come across the global demands is affecting not only a local industry but also an agricultural field that is on the decline. Subsequently, agriculture and local industry both are losing their competitiveness and efficiency, causing brain drain, affecting the family patterns, increasing rural-urban migration, environmental fallouts etc.

This study showed that globalization has socio-economic impacts the same way it has its political influences on Pakistan too. Study findings illustrated that in the recent elections of Pakistan, it has been observed that how education, awareness, media has enhanced access to information about political affairs and mobilized the youth regarding political reforms and state ruling. It's of global political influence that we can observe improvement in the accountability process, women in politics, reforms in discriminatory laws, presence of INGOs, and different movements for civil rights as well rectification of many United Nations-UN conventions and treaties. Educated and working-class representation is on increase in Pakistani politics. On the other hand, findings also highlighted that still some sort of dogmatism e.g. absence of real public voices, male domination, and absence of laws implementation in true sense has been there in Pakistani Politics. Findings concluded that we are independent, but we are not as global ideas influencing us through economic and political policies and strategies.

For the fourth-04 objective, the relationship between globalization and women's empowerment was assessed through that to what extent the globalization influences has brought changes in women's lives and whether they get empowerment or not because of influences of global democratic politics, access to employment and higher education, changing social status of women, enhanced women autonomy and their family roles. The quantitative results of assessing women's empowerment in different domains were rated on a 3point Likert scale. Findings regarding political empowerment of women indicated that most respondents were to great extent agreed that Pakistan being a signatory of formal international treaties enhances avenues for women's knowledge of political systems as the mean score was found highest 2.52 on a 3point Likert scale, although for the rest of the other statements mean rating varied between 2.30 to 2.42 on 3point Likert scale shows that majority of the respondents were to great extent agreed with all statements asked regarding globalization influences on political empowerment of women in Pakistan. Women political empowerment was assessed through different aspects including e.g. awareness of human rights enhances women's domestic support for their political participation, socio-political movements help women to exercise their right to vote. Further, unions/activists group formation enhances women's participation in the community-level decision-making process as well as strengthening their leadership position. Finally, efforts for the removal of inequality, oppression, and discrimination enhance women's chance of getting affiliated with some political party/group.

Specific study results regarding economic empowerment of women reveal that most respondents were to great extent agreed that paid job opportunities enhance women's access/control over family resources (i.e. income, household budget) in Pakistan as the mean score was higher 2.28 on 3 points Likert scale, although for rest of the other statements mean rating varied between 2.27 to 2.44 on 3point Likert scale shows that majority of the respondents were too great extent agreed with all statements asked regarding globalization influences on

economic empowerment of women in Pakistan. Women economic empowerment was evaluated through different aspects including e.g. due to MNCs (Multi-National Corporations) women's access to employment opportunities enhances also, migration to urban hubs enhances women's economic contribution to family support. Next, a competitive work environment enhances women's ability to make small or large purchases independently. Lastly, free trade zone/open market access has enhanced women's ability as entrepreneurs to start up their businesses/enterprises.

Specific study findings regarding social level empowerment of women indicated that most respondents were to great extent agreed that dual-earner system enhances women's ability to avail basic facilities of life (i.e. health care, education etc.) in Pakistan as mean score was found highest 2.56 on 3point Likert scale, although for rest of the other statements mean rating varied between 2.07 to 2.35 on 3point Likert scale shows that most respondents were to great extent agreed with all statements asked regarding globalization influences on social level empowerment of women in Pakistan. Women's social empowerment was estimated through different aspects including e.g. due to changing gender roles at the global level women in Pakistan becomes more prestigious and receive attention/ respect from others. In addition, easy access to transportation enhances women's freedom of mobility/ movement (i.e. access to market etc.) also, information communication technologies-ICTs (i.e. TV, Internet, Social Media etc.) enhances women's positive image in society. In the end, findings showed that diffusion of cultural traits enhances women's participation in social activities at the community level (i.e. marriages, eid, mela etc.).

Specific study findings regarding women's autonomy highlighted that most respondents were to great extent agreed that access to higher education gives women their own identity as independent individuals in Pakistan as mean score was found highest 2.39 on a 3point Likert scale, although for the rest of the other statements mean rating varied between 2.24 to 2.39 on

3point Likert scale shows that most respondents were too great extent agreed with all statements asked regarding globalization influences on women's autonomy in Pakistan. Women's autonomy was assessed through different aspects including e.g. modernization/western lifestyle enhances women's self-confidence. Accordingly, professional training and management practices enhance women's self-efficiency (i.e. improvement in the outcome of different tasks). Besides that, global interaction in form of transnational NGOs/ Networks/ Organizations enhances women's self-esteem (i.e. feeling & expression of pride & value in their work). Finally, improvement in women status enhances women's ability to better perform different social roles (i.e. mother, sister, daughter, wife, employee, community member).

Lastly, specific study findings regarding women's family level empowerment emphasized that most respondents were to great extent agreed that education and improved parent-children communication enhances women's ability to deal with routine matters/issues of children (i.e. behaviour, health, schooling) in Pakistan as mean score was found highest 2.45 on 3point Likert scale, although for rest of the other statements mean rating varied between 2.06 to 2.33 on 3point Likert scale shows that most respondents were to great extent agreed with all statements asked regarding globalization influences on women's family interpersonal relations in Pakistan. Women's family level empowerment was assessed through different aspects including e.g. nuclear family system enhances women's participation in domestic decision making and cross-cultural marriages enhance women's ability to avoid domestic conflicts. Accordingly, changing socialization patterns decreases the chances of gender-based discrimination against women within the family. And lastly, global exposure via media increases women chance of right to choose for selection of their spouse as well as of their number of children.

Qualitative themes and sub-themes (i.e. Impact of Globalization on the lives of Women, Pragmatic and Ineffective Consequences of Globalization for Women, Is there any Relationship between Globalization and Women's empowerment? Higher Education, Employment Opportunities, & Women's empowerment, Higher Education, Individual Autonomy & Family Interpersonal Relations, Employment Opportunities and Economic Empowerment, Global Political Scenario, Pakistani Government, & Political Empowerment of Women, and Cultural Globalization & Women's Social empowerment) regarding the relationship between globalization and women's empowerment reveals meaningful insights.

By assessing the impact of globalization on the lives of women study findings confirmed considerable diversity in the case of the relationship between globalization and women's empowerment in Pakistan. On one hand, these choices, opportunities, and freedom providing success for women at the same time it has overburdened the women with household responsibilities along with her role as a wage earner. Study findings confirmed a mixed outcome on the pragmatic and ineffective fallouts of globalization for Pakistani women in different domains of life. From a pragmatic view, globalization has brought about changes in the lives of Pakistani women in many ways such as their role in decision making, control on and increase in financial resources, social protection of women, and access of women to other resources like healthcare etc., also their visibility in parliament, in paid job sectors, in higher education has increased in recent past. However, findings regarding infective consequences of globalization for women reveals that globalization is a "double edge sword for women". Male migration flow towards urban areas has put women under the triple burden of homemaking, farming, and job in the rural sector. Also, the situation is not that pragmatic for working-class women who moved to cities for work often face exploitation. Similarly, rural/urban migration is weakening traditional ties of different institutions specifically of family unit e.g. as the divorce rate is on increase. Cliché women representation by media is also derailing women's

image so falsely in the present era. On the very adverse side, we can say a competitive work environment, male political domination, and social divergence has harmful consequences for our women in Pakistan.

Specific study findings regarding "Is there any Relationship between Globalization and Women's empowerment?" showed that globalization via communication technologies, higher educational attainment, and other opportunities i.e. freedom of mobility etc. have empowered women variously as per their strata and area to which they belong in Pakistan. Women's disadvantaged position has been a great concern and high in debate in the developed world and we are getting its positive influences here in Pakistan now. Because of the emerging new economic opportunities for women entrepreneurs, they are more involved in small scale businesses and thus ensuring their financial independence, also with increased educational online facilities, women can upgrade their knowledge and skills. They can be seen in those professions which were previously considered male domains. On contrary, family and marriage institutions deterioration, high rates of divorce, multiple responsibilities of working women worsening and limiting empowerment opportunities for women as well. Also, in the name of modernization women are more objectified in a patriarchal male-dominated Pakistani society.

Study findings of the "Higher Education, Employment Opportunities, & Women's empowerment" theme revealed that access to higher education provides those practical skills which is the requirement of financial market jobs. Also, globalization has provided both the opportunities and outlets with such specialization that is suitable for women to come forward. Study findings of women's empowerment via the relationship of higher education with family interpersonal relations & individual autonomy showed that increased access to education has provided women with access to every walk of occupational and professional life which has consequences for themselves and their families. the knowledge economy has crushed the centuries-old male-dominated agricultural economic base and brought men and women to the

same floor, now women are in a position that can compete with men. Further, findings illustrated that education and financial contribution from women towards their families are putting a dent in our orthodox social systems. increased standing within family and society. Also, higher education enables women to impact several discriminatory practices simultaneously and thereby affect change for the better. Higher education skills not only enhanced women's confidence in themselves but also enabled them to perform their roles and responsibilities efficiently and effectively at the family level but most probably in urban areas of Pakistan. With education and work our women become more rational beings now, more logical, and practical as compared to traditionally perceive emotional beings. On the contrary side, the study further reveals that until now it wasn't the responsibility of women to take care of family financial matters, so women were independent of this responsibility but now being educated we are expecting them to do the job and earn for the family which is resulting family abandonment by males.

Study-specific findings of "Employment Opportunities and Economic Empowerment" revealed that financial independence enables women to exercise their rights and raise their voices against violence and discrimination, also contributing to the family budget, now migrating to seek work and better lives in urban hubs, and are becoming good entrepreneurs. Findings further lead that though discrimination at the workplace, maternity leaves, prolonged working hours, and the wage gap are the few modern time issues that women facing here too in Pakistan. However, the services sector has opened a window for women to come up with their potentials too because before that doing the job was taboo for women in Pakistan. On the flip side, in Pakistan, wealth is distributed among men traditionally i.e. family assets so women dependency is there irrespective if they are getting a higher education and doing jobs as even, they don't have the spending power of their income. With increasing privatization and

competition, we are more moving towards women slavery rather than women's empowerment as they are not socialized and prepared for this competition.

Study-specific findings regarding "Global Political Scenario, Pakistani Government, & Political Empowerment of Women" illustrated that our politics and government which previously had a rigid and controversial presentation now has a soft image because of women's involvement in this domain to the world. Another factor emerging from study findings was that the Pakistani political structure is family-based so for women from the masses it's more challenging. Results further lead that if we look at it as ceremonially, even our women are at a much better place than many other societies in creating a positive image of the country. International organizations with the collaboration of Pakistani civil society have a significant contribution in highlighting women's vulnerability in different domains and making new legislations and amendments in existing discriminatory laws in Pakistan that play a role to provide women with state protection. Furthermore, the recent trends of women direct electoral competition are ensuring that in near future there will be no need for quota/reserve seats for women in politics. On the other side, findings revealed that it's a fact too that our women are not economically independent so can't contest election independently of men and this dependency makes them ineffective to raise voice or make effective decisions politically.

Lastly, study-specific findings of "Cultural Globalization & Women's Social empowerment" reveals that access to information and awareness has put an impact on women's lives here in Pakistan too e.g. changing gender roles. The influence of modernization and technological advancement are impacting attitudes and behavioural patterns among people i.e. many tabooed issues are now questioned and addressing by different segments of the society.

Along with other indicators of cultural globalization access to information, awareness, media, global interaction & exposure, changing gender roles, diffusion of cultural traits, transportation, and adoption of modern lifestyle are the few about women's changing socio-

cultural status in our society. Study findings highlighted that previously women were confined to four walls of home and had few limited fields to join but now they are more valued in society and doors are open for them to explore their potentialities. On contrary, findings showed that how our women get a better image and status when they have been objectified by the media. Further, media is more strengthening those stereotypes which are weakening women at the social level outside the home domain in society. Still, home is considered their prime place to be, irrespective of this that they are now contributing in country's development.

For fifth-05 objective, which is the last objective of the study reveals the challenges in the way of women's empowerment (i.e. issues related to socio-cultural, political, and economic globalization). Also, offered suggestions for empowering Pakistani women included measures at individual, family, and social level along with political and economic domains. Study findings of socio-cultural constraints related to globalization in the way of women's empowerment revealed that openness to the world means losing our own socio-cultural identities which are male-dominated and male-defined and is not in favour of women folk can be endangered. Mostly the ease and security related to travel is a huge challenge. Patriarchal mindset is another reason which resists women's empowerment and always undermines women capabilities. Both are hesitant to accept each other's changing roles so we can't only blame men women are also reluctant to come forward. In our context, social misinterpretation of religion is a strong hurdle for women's empowerment in any sphere of life. We have retained some discriminatory values attached to gender, age, caste, and ethnicity which are hurdles in the way of women development in our society. Accordingly, the implementation of women rights in Pakistan for effective empowerment of women specifically in the political domain is a big debate as still, politics is male-dominated. Issues related to women that have external support are not encouraged by the government to take actions being misinterpreted as western. Further, the ineffective role of women politicians in decision and policy making are the major

hurdles for women political empowerment in Pakistan. In Pakistan life of working women and especially of educated ones is quite challenging as to cope up with and survive in a nationalistic economy which is an anti-thesis of globalization. Women are on double edge with the rise of global interaction as they are working outside the home and in traditional Pakistani structure, they are expected to fulfil household chores too which in return affecting their efficiency at work and family both ends. With the increasing influence of globalization, the role of the informal/private sector has been increased and rural women are losing their space there. Further standards of private-sector jobs and other issues i.e. mobility, transfers, working hours etc. related concerns are those hurdles in the way of globalization that are not allowing our women to be economically fully active and independent.

In the end study findings related to measures that need to be taken at the individual, family, and social level to empower Pakistani women indicates that most important is the self-recognition by women, they should realize their potentials and use these to empower themselves. To empower our women we need to engage our men to provide them with better education, provide them with a better health care system, and ensuring equality for them in all spheres of life will go a long way in transforming Pakistani society into a global scenario. We need to change our socialization patterns for girls, trust in their capabilities, overcome biases and stereotypes regarding women we will prosper as a nation. Further, study findings regarding respondents' suggestions for effective political empowerment of women indicate that it is a pre-requisite for empowerment to implement the national and international legislation concerning women rights and their protection at all levels. To enhance women voices at a governmental level they should come via election rather than a quota system. About the economic empowerment of women, study findings showed that being part of the global world it's a need of the hour that we should encourage our women to be part of an active economy. We need to acknowledge our women financial contribution towards their families so in return

their work participation will be accepted and appreciated at a societal level. They need to be skilled as per today's requirements so can effectively play their role in the country's development.

7.3 Conclusions

The core assumption of the current research was to analyze and assess the influences of globalization on women's empowerment in Pakistan. The study focus was on the analysis of the various predominant dimensions of globalization (i.e. economic, political, & socio-cultural) and women's empowerment (i.e. economic, political, social, individual, & family) by exploring influences (positive, negative, feeble) of globalization on empowering women in Pakistan. The data from the quantitative and qualitative sections (as used mixed methods sequential explanatory design) are interconnected, in that the results of quantitative data contributed to the development of the qualitative tool for better and farther deep explanations of the globalization influences regarding understanding women's empowerment phenomena in Pakistan.

In light of the quantitative part of this study, it can be concluded that globalization with its different constructs is the major predictor of women's political, economic, social, individual, and family level empowerment in Pakistan. Additional data on the similarities and differences discovered across demographics, how women status is perceived, how women can get equal status as males and what factors of globalization contribute to bringing change in the Pakistani society are also found in quantitative data analysis. While great strides have been made in creating good opportunities for women in social, political, and economic domains of globalization, as it is evident in the research results that there is variability in how participants perceived women's empowerment in different domains of their lives in Pakistan.

All of the findings (quantitative and qualitative) are coherent and interconnected, from the interpretation of the data it emerged that variant influences of globalization are evident in all spheres of women's life in Pakistan.

. The current study concluded regarding women's status that socio-cultural, economic, and political influences determine the women status in any society and the same goes for Pakistan. Our history shows that women can become Prime ministers, speakers, and ministers here in Pakistan and the constitution is not against women but certain cultural and religious norms both things most Pakistani's are proud of are the cause of injustice and low status to women.

All of the women's empowerment goals under the MDGs programme that is considered a global destination under the umbrella of the United Nations is lacking in Pakistan. No matter what field you are in Gender has always played its role. The status of women in socio-cultural is practised as per the patriarchal definitions even today. The economic and political sphere has symbolic representation only. Accordingly, due to social, cultural, economic and political barriers such as male dominancy, patriarchy, religious misperception, male political hold, and general misperception on part of men, women gender development are perceived as a constant threat to norms and values of culture, which stands in way of gender development.

However, there are different practices in different societies, so which are beneficial these are now becoming global values and people living in different parts of the world are accepting and adopting them now because of the normalcy of these practices internationally. Due to continuous efforts by the development sector and increased focus on education by the government; the scenario is changing regarding the status of women. In the last three decades, women are becoming visible in different spheres of life. Education, awareness of rights, and work participation are those few indicators of globalization that can bring improvements in women's status in our Pakistani society. Now we can see them more liberal, confident, and working equally with men in all fields of life but still, they have a long way to go and get the

equal status of men in our society. Also, the actual state of affairs remains disappointing and discouraging for the majority of rural women as they are still culturally contained.

The study argues that women's status in Pakistan has variations and depending on various factors including differences in gender roles, social classes, region, and rural/urban divide and their influences on women's life.

Based on findings from both quantitative and qualitative parts of the study, it can be concluded that globalization has various influences on the socio-cultural, economic, and political domains of Pakistan. Present study findings of influences of globalization on Pakistani culture and society concluded that globalization as a result of interventions and development led to global cultural and social preferences across the world, which is reflected in the priorities of the food, dress, living styles and global social values. This has threatened the indigenous societies and human resources. The cultural identity of the nations across the world has been fading into a global culture. This has also affected our values and social fabric too. Globalization has somehow changed the material aspect of Pakistani culture and society for example it has influenced lifestyle, dressing, industry etc. but unfortunately, the impact of globalization on the mindset of people is insignificant and unnoticeable. Globalization impact depends on a country's socio-economic and political condition. The Muslim society of Pakistan took great influence from various cultures i.e. Hindu and British cultures after long and intimate association. This influence is prominent in the language, music, entertainment, food, and family structure. Ours is a hybrid culture. Global culture i.e. media and technology has impacted us on an individual, society, and national levels. It also affects our daily life routine. We cannot avoid changes coming out of globalization yet, we are facing difficulties in the adoption of these new global traits. So, keeping our identities intact and their advocacy is becoming challenging day by day for us. However, the opportunities and strengths of globalization have surpassed their threats and weaknesses as we are already in the globalized world.

Further, study findings regarding influences of globalization in economic and political domains of Pakistan concluded that global exposure/ openness, technological advancement, a free-market economy, competitive work environment, human resource mobility, educational opportunities, human rights, justice, and democracy have brought about a lot of changes in our economic and political domains in the last couple of decades. It's a result of global advocacy that in the developing world democratic system of ruling is emancipated in societies. In terms of economy and politics globalization has some impact particularly on democracy i.e. educated and working-class representation is on increase in Pakistani politics. It is growing quite fast and also the CPEC is increasing the economic opportunities in Pakistan. We see more depiction and talks about our economic and political affairs on media now. This generalization of economic and political affairs and their understanding via talks and discussions on public forums made it easy even for women to participate comfortably in these male-dominated spheres in Pakistan. So, globalization has its political fallouts and economic influences. The fallacy is that we are independent, but we are not independent. There are certainly few threats as well (i.e. negative effects of IMF, WTO, and WB on Pakistan's governance & domestic institution also increase in socio-economic inequalities), but these can be handled with better management and social integration.

So, in all these efforts in the fields of economy and politics, we are not alone rather standing with the world to have a better and peaceful future for our upcoming generations. It can be concluded that the influences of globalization are more effective in the domain of the economy than in politics and comparatively less effective in the cultural aspect of society in Pakistan.

The current study found that there is a strong and positive relationship between influences of globalization and women's empowerment in five areas i.e. economic, political, social, individual, and family levels. Study findings regarding the relationship between globalization and women's empowerment concluded that overall, women's empowerment is the

outcome/achievement of globalization variant factors in the current study. These factors impact women's exercise of agency, which in turn impacts their empowerment. Women's empowerment in different domains not only enhances women's capabilities but contributes to changing societal structure of inequality and women subordination in society.

It can be argued that globalization has had different impacts on Pakistan and in return for women. To be able to compete in the global market Pakistan has had to bring women on board in all different decision-making arenas. Once societies were dominant based on muscle power and men were having dominant positions in society as per the given definition but now, we are living in 4th generation industrialization where brainpower is dominant. So, many traditional norms are getting weak and in return, it will be beneficial for women. This paradigm shift is so fast and for some people, it is still not acceptable to look at women as equivalent to them. There is a long way to go but the improvement is very visible. The current study found that globalization has created awareness and opportunities for women i.e. their social mobility, education, professional skills, and paid jobs playing important role in empowering them day by day at home and outside in society variously as per their strata and area to which they belong in Pakistan. So, opportunities are there now it's up to the women how they utilize these opportunities for their betterment. However, due to globalization, female participation in the economic, political, education, property rights, family life and many other areas have been increased to a greater extent. The biggest challenge for gender equality was the conservative mindset of both men and women due to patriarchal norms, which was a major hurdle in women's freedom and has deliberately manifested in the political, economic, and social grounds of the country. It has not only constrained women from participation in family decisions but was a major hindering force for women's entry into the development sector, making prospects for economic prosperity and thus due to globalization, one can see a more liberal change towards this mindset. It can be concluded that with globalization and Pakistan

being part of it, women's empowerment in different spheres of society has been improved. This is however the beginning, but globalization is a "double edge sword for women" too, so a lot more is required to break the religious, cultural, and social taboos.

The study findings regarding globalization influences on political empowerment of women imply that Pakistan being a signatory of formal international treaties enhanced avenues for women's knowledge of political systems, their awareness of human rights and women's domestic support for their political participation enhanced, also, socio-political movements helped women to exercise their right to vote. Further, unions/activists group formation enhanced women's participation in the community-level decision-making process as well helped in strengthening their leadership position. Finally, efforts for the removal of inequality, oppression, and discrimination enhanced women's chance of getting affiliated with some political party/group.

The influences of globalization on the economic empowerment of women concluded that paid job opportunities and women's access/control over family resources (i.e. income, household budget) have been enhanced in Pakistan. Accordingly, due to MNCs (Multi-National Corporations), women's access to employment opportunities have also been enhanced. Migration to urban hubs boosted women's economic contribution to family support and a competitive work environment enabled women to make small or large purchases independently. Lastly, free trade zone/open market access has enhanced women's ability as entrepreneurs to start up their businesses/enterprises.

The findings of the study regarding influences of globalization on social level empowerment of women further concluded that the dual-earner system enhanced women's ability to avail basic facilities of life (i.e. health care, education etc.). Next, due to changing gender roles at the global level women in Pakistan becomes more prestigious and receive attention/ respect from others. In addition, easy access to transportation enhanced women's freedom of mobility/

movement (i.e. access to market etc.) also, information communication technologies-ICTs (i.e. TV, Internet, Social Media etc.) enhanced women's positive image in society. In the end, findings showed that diffusion of cultural traits enhanced women's participation in social activities at the community level (i.e. marriages, eid, mela etc.).

Accordingly, a study found a strong relationship between the influences of globalization and women's autonomy. Study findings concluded that access to higher education gives women their own identity as independent individuals in Pakistan. Next, modernization/western lifestyle enhanced women's self-confidence. Accordingly, professional training and management practices enhanced women's self-efficiency (i.e. improvement in the outcome of different tasks). Besides that, global interaction in form of transnational NGOs/ Networks/ Organizations enhanced women's self-esteem (i.e. feeling & expression of pride & value in their work). Finally, improvement in women status enhanced women's ability to better perform different social roles (i.e. mother, sister, daughter, wife, employee, community member).

Lastly, study findings regarding influences of globalization and women's family level empowerment concluded that education and improved parent-children communication enhanced women's ability to deal with routine matters/issues of children (i.e. behaviour, health, schooling) in Pakistan. The nuclear family system enhanced women's participation in domestic decision making and cross-cultural marriages have given a boost to women's ability to avoid domestic conflicts. Accordingly, changing socialization patterns decreased the chances of gender-based discrimination against women within the family. And lastly, global exposure via media increased women freedom of mate selection as well say about to have how many children.

The current study at the end concluded with measures that need to be taken to empower women after deliberation of challenges. Suggestions related to individual, family, and social level empowerment concluded that Pakistani women must have self-recognition, they should

realize their potentials and use these to empower themselves. Positive engagement of men for women in all spheres of life will go a long way in transforming Pakistani society in a global scenario. Change in socialization patterns and overcome biases and stereotypes regarding women will further enhance their self-recognition, position in family and society. Further, study findings regarding respondents' suggestions for effective political empowerment of women concluded that it must be a pre-requisite for empowerment to implement the national and international legislation concerning women rights and their protection at all levels. To enhance women voices at a governmental level they should come via election rather than a quota system. About the economic empowerment of women, study findings showed that being part of the global world it's a need of the hour that we should encourage our women to be part of an active economy. We need to acknowledge our women financial contribution towards their families so in return their work participation will be accepted and appreciated at a societal level. They need to be skilled as per today's requirements so can effectively play their role in the country's development.

In the end, it has been concluded that globalization is a social change process that has spread all almost all the aspects of society due to its variant components i.e. political, economic, and socio-cultural. Current study findings are in line with the theoretical assumptions of globalization variant perspectives about positive, negative, and feeble influences for societies and distinctly influenced women's empowerment especially in the case of Pakistan.

7.4 Limitations of the Study

Limitations are always a reality with any study. One limitation of this study was the urbanite respondents. Though study participants belong to different areas of Pakistan, study findings cannot be generalized to uneducated rural women. One reason for this exclusion was researcher limited access to only educated women during study time. The researcher did not have access to participants living in rural areas of Pakistan. As a result, the research did not capture the

struggles and barriers of women living in rural areas of Pakistan. The researcher found the results of this data to be similar for both groups of women as the majority of respondents belong to the middle class. As current research comes to a close, there is felt a need to study the issue in comparison with diverse populations as well. Another limitation in the study was a lack of prior research available on the phenomena under study. The researcher found numerous studies on one or the other dimensions of the study issue and failed to find comparative studies so those were included in the literature review to some extent.

There are some limitations with the use of questionnaires as quantitative data collection tools i.e. unanswered questions, differences in understanding and interpretation etc. Some of the quantitative data was missing as collected through questionnaires so to cover up this limitation of the quantitative tool data was further collected via in-depth interviews for completeness and further explanations. Lacking digitalization in Pakistan also contributes to a longer duration of data collection if a sample is huge therefore current study respondents who were 400 accessed through AIOU (a distance learning educational institution that has a huge network of study campuses across Pakistan and majority of students are highly educated, married, women, and working) which was fulfilling the study respondents criteria also to get the maximum response rate through the use of institutional platform which is for current research 94% (376). Further, no conclusion can be drawn from study findings because of the complexity of the phenomena under study so that shows more rigorous research is required.

7.5 Recommendations for Practice and Policy

Based on study findings following are the proposed recommendations for the enhanced empowerment of women in Pakistan through improvements in globalization influencing components.

7.5.1 Recommendations regarding Women Status

As study findings showed that gender inequality has more costs in an integrated world. Women have to work so much harder to get equal status in society. So, they have to be resilient to compete with globalization challenges. We must give them more opportunities to be educated so they can avail economic opportunities and can raise their social standing in society. Without challenging the existing normative system women can avail socio-economic and political opportunities provided by globalization to come up in society. Being underprivileged, women have to face great challenges to get access and avail justice so there must be an effective mechanism devised by government stakeholders to facilitate them. We are now living in a global era so we have to accept global norms and values which favour our women's betterment and needs to bring changes in our socialization patterns too. There is a dire need to implement policies that will foster and enhance women's economic participation in different fields. To get more benefits countries like ours needs to focus on such policies that must look into invest in education, health, increasing financial inclusion, and greater protection for women.

7.5.2 Recommendations regarding Influences of Globalization on Pakistan

The findings recommend that there is a need to adopt good traits from other cultures but need to keep our own indigenous identities alive. It has been recommended that "Islam is a global religion and it's not prohibiting Muslim's from becoming part of this global village but with the conscious of adoption of the goodness and avoid the ill influences." However, this fast change disruption has created a threat among societies of extinction of indigenous cultures. As we know that social norms glue the fabric of societal peace and harmony so if these norms will be eroded there will be normlessness in the society as discussed by Emile Durkheim in his book "Suicide" in detail. So, we can say that the market economy is changing our culture however, with the help of technology we can preserve our indigenous culture. Globalization has its cultural influence all over the world somewhere it's slow and somewhere it's fast, it

depends on the adoption capability of any society. We have to make sure that Pakistan at the end of the day, should be the gainers and not be the losers in this big economic village. Parliament in Pakistan should be democratic as representative of all segments of society for the progress and development of the nation.

7.5.3 Recommendations regarding Influences of Globalization on women's empowerment

Women can join any field and they are rising now in every field of life in Pakistan and their contribution will be positive if they remain intact with their roots and not get influenced by just modernization. We should educate and empower our women but not at the cost of our values. If we have good, visionary, progressive and empowered women role models at the social level then people must follow them, and globalization will be more beneficial for Pakistani women in this case.

There is still lacking conscious efforts for women's empowerment through legislation end some laws i.e. violence against women or harassment as well improvement in women's life is where we need more serious efforts for women to be in power. It is important to recognize and ensure women's land rights, their access to extension services, transport, mobility, and social services. All discriminatory laws should be amended, and women's equality as enshrined in the constitution should be ensured. The Home-based workers' policy should be adopted by the government and the ILO Convention 177 on HBWs should be signed. Allocations for education and health should be enhanced with a special emphasis on women's education and health. As agriculture, labour, health, and education are all now provincial issues with the passage of the 18 amendments, it needs to be ensured that the fundamental rights of women are not violated as the provinces devise policies and strategies for these areas. Both men and women are the strong pillars of any society and by letting down any of the genders no one society can grow or develop. In the development of any society gender roles must be divided,

it's not necessary that both genders perform every role simultaneously and they must be good in all. So there is nothing bad if any of the tasks are performed by anyone gender in a more appropriate way i.e. nurturing of children or household tasks I think women perform more efficiently than men so we must acknowledge and appreciate their contribution in running family institutions successfully. Today, we are incorrectly interpreting women's empowerment, but women's empowerment is a much-needed venture and will ensure the country's development.

So, if education and job opportunities are there but they are not free to make decisions they can't be empowered. If we prioritize education and job while leaving marriage and family behind women will be more vulnerable rather than empower. At the higher education level, there must be internship opportunities and practical skills-based education for our young women so they can get state of the art skills and can compete with the world. So, if we provide these needs-based educational opportunities to our youth to our girls, they can do miracles. More will be educated and earning women there more will be effective changes in our gender roles.

Further, this may be possible only through the creation of new infrastructure and other facilities to attract foreign investment. An array of services can help promote foreign investment in a country, ranging from basic services such as the provision of electricity and clean water to fair and effective dispute resolution systems, political and democratic reforms, a peaceful environment and even though safety measures with positive and trade relationships with neighbours. Besides, our government must need to prevent or reduce financial crises which have a great impact on the growth of capital flows and must strengthen banking supervision, transparency in international financial transactions, reducing the risk of moral hazard, and ensuring adequate supervision and regulation of financial markets. This is the need for globalization in the current scenario and which to me is missing. Pakistan has to establish

more stringent labour and environmental standards to prevent either one from being exploited. Also, protecting domestic infant industries only long enough to allow them to become competitive internationally. We have to explore the challenges and opportunities of globalization more fully, to better understand its consequences and learn how to maximize its potential benefits while mitigating its disruptions. In addition, political events such as the large protests, political disputes, religious and militant extremism, corruption and the imbalance of power among the bodies, lack of trust and tolerance, have led the situation no more suitable for the Pakistani economy to boost and thus we must be aware of all the challenges to increase and regulate things in a way to assist those who are endangered by globalization and we must sustain political support for continued empowerment.

So if there will be transparency of information and check on media what has been disseminated via its institutions, it will not only benefit state government but yes! it will benefit women too i.e. if their true image is presented via media and if the false perceptions get controlled on media irrespective of governments or about women or any other issue. Although we need to change the prevalent patriarchal mindset in Pakistan regarding women otherwise we can never achieve our national goals of development. Specialization, competition, and individuality are those aspects of globalization for which we need to train and skill our women and device such effective policies of awareness that can ensure gender equality and women's empowerment in Pakistan. Both genders should work together in society to bring prosperity and development to each sector. Development of institutions is needed in raising awareness of women rights to reduce gender inequality and male dominancy promoting their access to the economy, politics, employment, social needs and equal wages of working hours in all regards of life for the betterment of the society. Empowering women are empowering families which play the most important and basic unit in the development of a prosperous Pakistan.

7.6 Future Research Directions

We need much more to do in every field of life to bring improvements in the status of Pakistani women and enabled them to be get empowered. In the light of the significant contributions of this study, some recommendations for further research were evident and are now summarized as follows:

Rural women are still untouched by globalization as compared to urban women, so there is a need for research to focus on rural women's empowerment through influences of globalization. The current study also emphasized views of urban educated and working women so there must be comparison-based studies that come out with a more inclusive way about the diversity of the phenomena under study. It would be interesting to come up with diverse experiences of different stakeholders of different sub-cultures of Pakistan. In addition, there is a dire need to examine more demographically diverse population experiences of globalization and women's empowerment in Pakistan. A replication of this study in comparison of different areas would also help to identify similarities and differences. Future research directions could also include more emphasis on causes and consequences of failure of women's empowerment even experiencing the global interactions as the current study scope was more emphasized on influences of globalization on women's empowerment that will yield a broader understanding of the phenomena. Much more research is needed regarding policy-making for the effective implementation of international treaties concerning women's rights. Further, studies are needed to evaluate the impact of international bodies and INGOs/NGOs that are working for women's empowerment in Pakistan about the challenges they face for effective empowerment of women. More longitudinal, in-depth, case studies based researches are needed to explore and assess actual experiences of women's empowerment in this changing global era as the current study captured a snapshot of perceptions of those stakeholders in the qualitative part who creates policies, disseminate ideas, and assess globalization influences on Pakistani society, especially

about women. More emphasized work needs to be done in the socio-cultural domain of women's empowerment as a current study found that influences of globalization were more effective in economic and political spheres of women's lives as compared to their empowerment at family and societal levels in Pakistan.

Prior researches have shown women's empowerment more from feminist's point of view however in current research it has been linked with globalization's theoretical underpinnings but more précised and focused theoretical linkage is needed to understand the causal relationship of different indicators that may affect women status and in return women's empowerment in Pakistan. Therefore, understanding relationship dynamics that help or hinder women who are on their way to empowerment may give direction on how to better support them in their endeavours. The theoretical model of Kabeer's 1999 of women's empowerment used in the current study which emphasizing " resources, agency, and achievements" needs to be further explored that how resources can be utilized and accessed and women can get aware about their availability for them so in return can acquire a quality of life.

REFERENCES

Abduljaber, M., & Kalin, I. (2019). Globalization and the transformation of political attitude structures at the party level in the Arab World: Insights from the cases of Egypt and Jordan. *Societies*, *9*(1), 24.

Abrar ul Haq, M., Akram, F., Ashiq, U., & Raza, S. (2019). The employment paradox to improve women's empowerment in Pakistan. *Cogent Social Sciences*, *5*(1), 1707005.

Abrar ul Haq, M., Jali, M. R. M., & Islam, G. M. N. (2017). Decision-making ability as a source of empowerment among rural women of Pakistan. *Global Social Welfare*, 4(3), 117–17. doi:10.1007/s40609-017-0091-7

ADB. (2000). Retrieved from https://www.adb.org/sites/default/files/institutional-document/32562/women-pakistan.pdf

Akhtar, S., (2013). Speech under the agenda item on globalization and interdependence, United Nations, 23 October 2013, New York, USA. http://www.un.org/en/development/desa/usg/statements/asg/2013/10/report-of-the-secretary-general-on-globalization-and-interdependence.html

Akhter, N., & Akbar, R. A. (2016). Critical analysis of life of Pakistani women: Views of educated women. *Journal of Elementary Education*, *26*(1), 111-121.

Akram, N. (2018). Women's empowerment in Pakistan: its dimensions and determinants. *Social Indicators Research*, *140*(2), 755-775.

Albarracin, J., Munier, N., & Bail, K. (2017). Do independent women participate in demonstrations more? Empowerment and politics in predicting activism among Mexican women. *Hispanic Journal of Behavioral Sciences*, *39*(3), 297-315.

Alexander, A. C., Bolzendahl, C., & Jalalzai, F. (2016). Defining women's global political empowerment: Theories and evidence. *Sociology Compass*, *10*(6), 432-441.

Al-Mamun, A., Wahab, S. A., Mazumder, M. N. H., Su, Z. (2014). Empirical investigation on the impact of microcredit on women's empowerment in urban Peninsular Malaysia. *The Journal of Developing Areas*, 48(2), 287–306.

Alvarez, M. L. (2013). From unheard screams to powerful voices: A case study of women's political empowerment in the Philippines. In *12th National Convention on Statistics* (pp. 1-73).

Alzuabi, A. Z. (2016). Socio-political participation of Kuwaiti women in the development process: Current state and challenges ahead. Retrieved from https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5062044/ [Google Scholar]

Andrea F., (2019). International Economics, DOI: 10.1093/OBO/9780199743292-0144, retrieved from https://www.oxfordbibliographies.com/view/document/obo-9780199743292/obo-9780199743292-0144.xml

Andy, F. (2000). Discovering statistics using SPSS for windows: Advanced techniques for the beginner.

Ashraf, Iram & Ali, Amjad. (2018): *Socio-Economic Well-Being and Women Status in Pakistan: An Empirical Analysis.* Munich Personal RePEc Archive: MPRA Paper No. 88972, posted 15 Sep 2018 07:38 UTC.

Ashraf, S., Haq, M. A. U., & Ashraf, S. (2017). Domestic violence against women: Empirical evidence from Pakistan. *Pertanika Journal Of. Social Sciences & Humanities*, 25(3), 1401–1418.

Asongu, S. A., & Nwachukwu, J. C. (2016). The mobile phone in the diffusion of knowledge for institutional quality in sub-Saharan Africa. *World Development*, *86*, 133-147.

Awan, M. A. (2016). Political participation of women in Pakistan: historical and political dynamics shaping the structure of politics for women. *Global Islamic*.

Bajwa, S. (2009). Globalization: Challenges for Pakistan. *NDU Journal*, *1*(1), 32-60.

Bali, S. R. (2006). *Microfinance and women's empowerment*. Sida Working Paper. Stockholm.

Bandiera, O., Burgess, R., Das, N., Gulesci, S., Rasul, I., & Sulaiman, M. (2017). Labor markets and poverty in village economies. *The Quarterly Journal of Economics*, *132*(2), 811-870.

Banerjee A. V., Duflo E., Glennerster R., Kinnan C. (2015). The miracle of microfinance: evidence from a randomized evaluation. *Am. Econ. J. Appl. Econ.* 7 22–53. 10.1257/app.20130533.

Banerjee, S., Alok, S., & George, B. (2020). Determinants of Women's empowerment as Measured by Domestic Decision-Making: Perspective from a Developing Economy. In *Advanced Issues in the Economics of Emerging Markets*. Emerald Publishing Limited.

Barnes, A. (2018). *A Comparative Study of the Global-Mindedness of Freshmen and Senior Students at Northern Michigan University* (Doctoral dissertation, Northern Michigan University).

Batliwala, S. (1993). Empowerment of Women in South Asia: concepts and practices (draft). *New Delhi, India: FAO, FFHC/AD*.

Batliwala, S. (1994). The meaning of women's empowerment: new concepts from action 'in Population Policies Reconsidered: Health, Empowerment and Rights, (eds) Sen, G., Germain, A. and Chen, LC. *C. Lincole*.

Bayeh, E. (2016). The role of empowering women and achieving gender equality to the sustainable development of Ethiopia. *Pacific Science Review B: Humanities and Social Sciences*, *2*(1), 37-42.

Bhatia, S., & Singh, S. (2019). Empowering women through financial inclusion: a study of urban slum. *Vikalpa*, *44*(4), 182-197.

Bhattacharya, J., & Banerjee, S. (2012). Women's empowerment as multidimensional capability enhancement: An application of structural equation modeling. *Poverty & Public Policy*, *4*(3), 79-98.

Biswas CS, Mukhopadhyay I. (2018). Marital status and women's empowerment in India. Social Int J. 2018;2(1):29-37. DOI: 10.15406/sij.2018.02.00030

Boone, H. N., & Boone, D. A. (2012). Analyzing likert data. *Journal of extension*, *50*(2), 1-5.

Breines, I., Connell, R., Connell, R., & Eide, I. (Eds.). (2000). *Male roles, masculinities and violence: A culture of peace perspective*. UNESCO.

Browne, D. (2019). Pakistan makes uneven progress in the fight for gender equality. Equal Times. https://www.equaltimes.org/pakistanmakes-uneven-progress-in?lang=en#.XfOa3Oj7Q2w

Budgeon, S. (2015). Individualized femininity and feminist politics of choice. *Eur. J. Women's Stud.* 22, 303–318. doi: 10.1177/1350506815576602

Burch, P., & Heinrich, C. J. (2015). *Mixed methods for policy research and program evaluation*. Sage Publications.

Butale, C. (2015). Globalization and its impact on women in developing countries. Retrieved from https://www.iapss.org/2015/03/30/globalization-and-its-impact-on-women-in-developing-countries/

Buvinic, M., O'Donnell, M., Knowles, J. C., & Bourgault, S. (2020). Measuring women's economic empowerment. A compendium of selected tools. *Center for Global Development*.

Chalaby, O. (2017). Ranked and mapped: Which countries have the most women in parliament. Retrieved from https://apolitical.co/solution_article/which-countries-have-most-women-in-parliament/

Chandra, K. M. (2020). Five Types of Female empowerment. Retrieved from: https://thriveglobal.com/stories/five-types-of-female-empowerment/

Cheema, A., Khan, S., Mohmand, S. K., Kuraishi, A., Liaqat, A., & Nadeem, F. (2019). Women's political participation in a Pakistani metropolis: navigating gendered household and political spaces.

Chiapa, C., Prina, S., Parker, A. (2016). The effects of financial inclusion on children's schooling, and parental aspirations and expectations. *Journal of International Development*, 28(5), 683–696.

Choudhry, A. N., Mutalib, R. A., & Ismail, N. S. A. (2019a). Socio-cultural factors affecting women economic empowerment in Pakistan: A situation analysis. *International Journal of Academic Research in Business and Social Sciences*, 9(5), 90–102. doi:10.6007/IJARBSS/v9-i5/5842

Christopher Chase-Dunn, Marilyn Grell-Brisk, (2019). World-System Theory. Retrieved from https://www.oxfordbibliographies.com/view/document/obo-

9780199743292/obo-9780199743292-0272.xml, last modified: 26 November 2019, Doi: 10.1093/obo/9780199743292-0272

Cinar, K., & Kose, T. (2018). The determinants of women's empowerment in Turkey: A multilevel analysis. *South European Society and Politics*, 23(3), 365–386. doi:10.1080/13608746.2018.1511077.

Coakes, S. J., & Steed, L. G. (2001). SPSS: Analysis without anguish: Version 10.0 for windows.

Cole, W. M. (2017). World polity or world society? Delineating the statist and societal dimensions of the global institutional system. *International Sociology*, *32*(1), 86-104.

Combi, M. (2016). Cultures and Technology: An Analysis of Some of the Changes in Progress—Digital, Global and Local Culture. In A. F. Karol Jan Borowiecki · Neil Forbes, *Cultural Heritage in a Changing World* (p. 340). Switzerland: Springer International Publishing AG Switzerland, ISBN 978-3-319-29544-2 (eBook).

Çöteli, S. (2019). The impact of new media on the forms of culture: digital identity and digital culture.

Creswell, J. W., & Clark, V. L. P. (2017). *Designing and conducting mixed methods research*. Sage publications.

Creswell, J. W., & Creswell, J. D. (2017). *Research design: Qualitative, quantitative, and mixed methods approaches*. Sage publications.

Creswell, J.W. (2012). *Educational research: planning, conducting, and evaluating quantitative and qualitative research.* Boston: Pearson.

Crotti, R., Geiger, T., Ratcheva, V., & Zahidi, S. (2020). Global Gender Gap Report 2020. In *World Economic Forum. http://www3. weforum. org/docs/WEF_GGGR_2020. pdf.*

Datta U. (2015). Socio-economic impacts of JEEViKA: a large-scale self-help group project in Bihar, India. ***World Dev.*** 68 1–18. 10.1016/j.worlddev.2014.11.013.

David., A. (2020). Globalization. DOI: 10.1093/OBO/9780199743292-0009 Retrieved from https://www.oxfordbibliographies.com/view/document/obo-9780199743292/obo-9780199743292-0009.xml

De Melo, J., Gourdon, J., & Maystre, N. (2006). Openness, Inequality and Poverty: Endowments Matter.

Dastageer, G., Zaidi, S. & Safdar, R. (2018). A look into the turnout of women voters for the 2018 elections. Herald. https://herald.dawn.com/news/1398671

ECPR., (2020). Youth and Globalization: Identities Formation and Consequences'. https://ecpr.eu/Events/Event/PanelDetails/10069, ECPR general conference.

Edward, S. H., and McChesney, R, W., (2004). *The Global Media: The New Missionaries of Corporate Capitalism.* Continuum, London, and New York

Elsayed, A., & Roushdy, R. (2017). Empowering women under social constraints: evidence from a field intervention in rural Egypt.

Endalcachew, B. (2015). Human rights in Ethiopia: an assessment on the law and practice of women's rights. Humanit. *Soc. Sci*, *3*(2), 83-87.

Evans, A. (2017). *Urban change and rural continuity in gender ideologies and practices: Theorizing from Zambia* (No. 2017/61). WIDER Working Paper.

Fernando, J. (2021). What is globalization? Retrieved from https://www.investopedia.com/terms/g/globalization.asp

Field, A. (2009). *Discovering statistics using SPSS*. London: SAGE.

Frieden, J. (2018). The politics of the globalization backlash: Sources and implications. *Unpublished manuscript, Department of Government, Harvard University*.

Ganaie, Mohd. (2018). Globalization and Human Rights. The Journal of Infection in Developing Countries. 6.

Garikipati S., Agier I., Guérin I., Szafarz A. (2016a). The cost of empowerment: multiple sources of women's debt in rural India. *J. Dev. Stud.* 53 700–722. 10.1080/00220388.2016.1205734.

Gebru, S. G., & Demeke, M. A. (2014). The millennium development goals and the status of gender disparity in Ethiopia: achievements and challenges. *American Scientific Research Journal for Engineering, Technology, and Sciences (ASRJETS)*, *8*(1), 56-78.

Gender Concerns International., (n.d.): Countries in Focus the Situation of Women in Pakistan. Retrieved from http://www.genderconcerns.org/country-in-focus/pakistan/the-situation- of-women-in-pakistan/

George, D. (2011). *SPSS for windows step by step: A simple study guide and reference, 17.0 update, 10/e*. Pearson Education India.

Giddens, A. (2007). The consequences of modernity. 1990.

Giddens, A., (2009) Sociology (sixth edition), Polity Press, UK, and USA

Gravetter, F. J., & Wallnau, L.B. (2000). *Statistics for the behavioral sciences* (5th ed.). Belmont, CA: Wadsworth/Thomson Learning.

Gravetter, F. J., Wallnau, L. B., Forzano, L. A. B., & Witnauer, J. E. (2020). *Essentials of statistics for the behavioral sciences*. Cengage Learning.

Grimalda, G., Buchan, N., & Brewer, M. (2018). Social identity mediates the positive effect of globalization on individual cooperation: Results from international experiments. *PloS one*, *13*(12), e0206819.

Groh, M., Krishnan, N., McKenzie, D., & Vishwanath, T. (2016). Do Wage Subsidies Provide a Stepping-Stone to Employment for Recent College Graduates? Evidence from a Randomized Experiment in Jordan. The Review of Economics and Statistics, 98(3), 488-502.

Groh, M., Krishnan, N., McKenzie, D., & Vishwanath, T. (2016). The impact of soft skills training on female youth employment: evidence from a randomized experiment in Jordan. IZA Journal of Labor & Development, 5(1), 9.

Grossman, G. M., & Helpman, E. (2015). Globalization and growth. *American Economic Review, 105*(5), 100–104.

Guillén, M. F. (2001). Is globalization civilizing, destructive or feeble? A critique of five key debates in the social science literature. *Annual review of sociology*, *27*(1), 235-260.

Gulmez, D. B. (2017). Globalization. First published: 30 March 2017 https://doi.org/10.1002/9781118430873.est0842

Haddad, R. K. (2013). *A Critical analysis of the experiences of female business owners in the development and management of tourism-related micro and small handicraft businesses in an Islamic society: The Hashemite Kingdom of Jordan* (Doctoral dissertation, Bournemouth University, School of Tourism.).

Hair Jr., J. F. et al. (1998). Multivariate Data Analysis with Readings. Englewood Cliffs, NJ: Prentice-Hall.

Hansen N. (2015). The development of psychological capacity for action: the empowering effect of a microfinance programme on women in Sri Lanka. *J. Soc. Issues* 71 597–613. 10.1111/josi.12130.

Harrison, A. (2007). Globalization and poverty: An introduction. In *Globalization and poverty* (pp. 1-32). University of Chicago Press.

Hassi, A., & Storti, G. (2012). Globalization and culture: The three H scenarios. In *Globalization-Approaches to Diversity*. Intech Open.

Hay, C., and Marsh, D., (2000). Introduction: Demystifying Globalization' in *Demystifying Globalization*, edited by Colin Hay and David Marsh, Basingstoke: Palgrave.

Held, D., Goldblatt, D., McGrew, A., Perraton, J., & Hampson, F. O. (1999). Global transformations: politics, economics & culture. *International Journal*, *54*(4), 705.

Hirst, P. and Thompson, G. 1999. Globalization in Question, 2nd edition. Cambridge: Polity Press.

Hjelmström, J. (2017). Feminist perspectives on women's empowerment in Tanzania: A case study of why economic development is not enough.

Holloway, K., Niazi, Z., Rouse, R. (2017). *IPA women's economic empowerment through financial inclusion: A review of existing evidence and remaining knowledge gaps*. New Haven, CT: Innovations for Poverty Action.

Holton, R., (2005). Making Globalization. New York, Basingstoke: Palgrave Macmillan.

Hopkins, A. G. (2002). The history of globalization–and the globalization of history. *Globalization in world history*, 11-46.

Huis, M. A., Hansen, N., Otten, S., & Lensink, R. (2017). A three-dimensional model of women's empowerment: Implications in the field of microfinance and future directions. *Frontiers in psychology*, *8*, 1678.

Hussain, M., Naz, A., Khan, W., Daraz, U., & Khan, Q. (2015). Gender stereotyping in family: An institutionalized and normative mechanism in Pakhtun society of Pakistan. *SAGE Open*, *5*(3), 2158244015595258.

Indrati, I., Fiati, R., Mani, L., & Aras, M. (2018). Challenges to mass media posed by convergence in the Indonesian context. *Global Media Journal*, *16*(31), 1-13.

Irani, F. N. H. A., & Noruzi, M. R. (2011). Globalization and Challenges; What are the globalization's contemporary issues. *International Journal of Humanities and Social Science*, *1*(6), 216-218.

Isran, S., & Isran, M. A. (n.d.). Status of Women in Pakistan: A Critical Analysis.

Jadoon, A. K., Batool, S. A., & Sarwar, A. (2018). Has globalization changed lifestyles? A case study of Punjab, Pakistan. *International Journal of Management Research and Emerging Sciences*, *8*(1), 28-46.

Jaffri, A. A., Sana, M., & Asjed, R. (2015). Impact of globalization on gender inequality in labor market of Pakistan. *Pakistan Economic and Social Review*, 1-16.

Jeejeebhoy S. J. (2000). Women's autonomy in rural India: Its dimensions, determinants, and the influence of the context. In Presser H., & Sen G., *Women's empowerment, and Demographic Processes: Moving beyond Cairo.* Oxford University Press.

Jelisavac Trošić, S. (2016). Economic Globalization–advantages and disadvantages: the place of Serbia and Japan in the globalized World. Institute of International Politics and Economics; Global Resource Management, Doshisha University.

Kabeer, N. (1998). *Money can't buy me love. Re-evaluating gender, credit, and empowerment in rural Bangladesh*. Institute of Development Studies.

Kabeer, N. (1999). From feminist insights to an analytical framework: an institutional perspective on gender inequality. *Institutions, Relations and Outcomes: A Framework and Case Studies for Gender Aware Planning*.

Kabeer, N. (1999). Resources, agency, achievements: Reflections on the measurement of women's empowerment. *Development and change*, *30*(3), 435-464.

Kabeer, N. (2001). Conflicts over credit: Re-evaluating the empowerment potential of loans to women in rural Bangladesh. *World development*, *29*(1), 63-84.

Kabeer, N. (2001). Reflections on the measurement of women's empowerment.

Kabeer, N. (2020). Women's empowerment and economic development: a feminist critique of storytelling practices in "randomista" economics. *Feminist Economics*, *26*(2), 1-26.

Kabeer, N. (2012). Women's economic empowerment and inclusive growth: Labor markets and enterprise development. *International Development Research Centre*, 44(10), 1–70.

Kato M. P., Kratzer J. (2013). Empowering women through microfinance: evidence from Tanzania. *ACRN J. Entrep. Perspect.* 2 31–59.

Kaur, P. (2018). Impact of globalization on women. *Global Journal of Commerce and Management Perspective*, *7*(2), 41-44.

Kabeer, N. (2005). Resources, agency and achievements: Reflections on the measurement of women's empowerment. development and change, Vol. 30, Institute of Social Studies.

Kemal Derviş, Caroline Conroy, (2018). Global politics for a globalized economy. Retrieved from https://www.brookings.edu/opinions/global-politics-for-a-globalized-economy/

Kerr, L. F. (2019). Women & Globalization: The Impact of Increased Women's Economic Rights on Globalization. *Inquiries Journal*, *11*(01).

Khattak, R., & Higdon, G. (2020). Strengthening Women's Political Participation in Pakistan.

Kilic, C. (2015). Effects of Globalization on Economic Growth: Panel Data Analysis for Developing Countries. *Petroleum-Gas University of Ploiesti Bulletin, Technical Series*, *67*(1).

Kim JC, Watts CH, Hargreaves JR, Ndhlovu LX, Phetla G, Morison LA, Busza J, Porter JD, Pronyk P (2007). Understanding the impact of a microfinance-based intervention on women's empowerment and the reduction of intimate partner violence in South Africa. *Am J Public Health. 2007 Oct; 97(10):1794-802.*

Klaus Schwab, (2019). Globalization 4.0: A New Architecture for the Fourth Industrial Revolution. Retrieved at: https://www.foreignaffairs.com/articles/world/2019-01-16/globalization-40

Kumar, P. (2018). Participation of women in politics: Worldwide experience. Retrieved from https://www.researchgate.net/publication/327057539_Participation_of_Women_in_Politics_Worldwide_experience

Kurtiş, T., Adams, G., and Estrada-Villalta, S. (2016). Decolonizing empowerment: implications for sustainable well-being. *Anal. Soc. Issues Public Policy* 16, 387– 391. doi: 10.1111/asap.12120

Lenka, S. K., Barik, R. (2018). A discourse analysis of financial inclusion: Post-liberalization mapping in rural and urban India. *Journal of Financial Economic Policy*, 10(3), 406–425.

Lindsey, L. L. (2010). Gender roles: A sociological perspective (5th ed.). Boston, MA: Pearson.

Lopez-Claros, A., Zahidi, S., & Forum économique mondial. (2005). Women's empowerment: Measuring the global gender gap. Geneva: World Economic Forum.

Lutkevich, B. (2020). Globalization. Retrieved from https://searchcio.techtarget.com/definition/globalization

Mahmood, N., Yasin, G., Ahmed, U., Nawaz, Y., & Umair, A. (2014). Socio-economic effects of globalization on working women in Sargodha city Pakistan. *Mediterranean Journal of Social Sciences*, 5(3), 561-561.

Maiorano, D., Thapar-Björkert, S., & Blomkvist, H. (2016). The paradoxes of empowerment: gendering NREGA in the rural landscape of India. *Development in Practice*, *26*(1), 127-134.

Malapit, H., Ragasa, C., Martinez, E. M., Rubin, D., Seymour, G., & Quisumbing, A. (2020). Empowerment in agricultural value chains: mixed methods evidence from the Philippines. *Journal of Rural Studies*, *76*, 240-253.

Malhotra, Anju, *et al. (2009).* **Innovation for Women's Empowerment and Gender Equality,** International Center for Research on Women (ICRW) (2009), North Washington, D.C., Google Scholar

Maqbool-ur-Rahman, M. (2015). Impacts of globalization on economic growth-evidence from selected South Asian countries. *Journal of Management Sciences*, *2*(1), 185- 204.

Marbaniang, Domenic. (2014). Globalization and Its Effects on the Youth. Retrieved from https://www.researchgate.net/publication/330958475_Globalization_and_Its_Effe cts_on_the_Youth

Marmot, M., Allen, J., Bell, R., Bloomer, E., & Goldblatt, P. (2012). WHO European review of social determinants of health and the health divide. *The Lancet*, *380*(9846), 1011-1029.

Martell, L. (2016). *The sociology of globalization.* John Wiley & Sons.

Martell, L., (2010). The Sociology of Globalization. Cambridge Polity Press, USA

Mascolo, M. (2019). Time to move beyond "gender is socially constructed". *Psychology Today*.

Matos, C. (2012). Globalization and the mass media. In: Encyclopedia of Globalization. Oxford: Wiley-Blackwell.

McGovern, K. (2019). Why did English become the 'global language'? Retrieved from https://medium.com/english-language-faq/why-did-english-become-the-global- language-9bbc14b532cd

Mian, S. (2019). Impacts of Globalization. Retrieved from https://www.thenews.com.pk/tns/detail/568042-impacts-globalisation

Mickeel A., (2019). Technological Influence on Society, bctv@bctv.org, 1900 North 13 Street, Reading, PA 19604. Alvernia University

Mikkonen, J., & Raphael, D. (2010). Social determinants of health: The Canadian facts.

Mlambo, C., & Kapingura, F. (2019). Factors influencing women political participation: The case of the SADC region. *Cogent Social Sciences*, *5*(1), 1681048.

Mobasher, M. (2016). Globalization and socio-cultural change in Qatar. In *Qatar Foundation Annual Research Conference Proceedings Volume 2016 Issue 1* (Vol. 2016, No. 1, p. SSHAOP1514). Hamad bin Khalifa University Press (HBKU Press).

Morobane, F. (2014). Women grossly under-represented in international politics. Retrieved from http://www.ngopulse.org/article/women-grossly-under-represented-international-politics

Motala, S., Ngandu, S., Mti, S., Arends, F., Winnaar, L., Khalema, E., & Martin, P. (2015). Millennium development goals: Country report 2015.

MS O. S., & Allen A. (2016). Women's empowerment: Finding strength in self-compassion. ***Women & Health***.

Musindarwezo, D. (2018). The 2030 Agenda from a feminist perspective: No meaningful gains without greater accountability for Africa's women. *Agenda*, 32(1), 25–35.

Mutascu, M., & Fleischer, A. M. (2011). Economic growth and globalization in Romania. *World Applied Sciences Journal*, *12*(10), 1691-1697.

Nagashybayeva, G. (2021). Globalization: A Resource Guide. Retrieved from https://guides.loc.gov/globalization

Noureen, G. (2015). Education as a prerequisite to women's empowerment in Pakistan. *Women's Studies*, 44(1), 1–22. doi:10.1080/00497878.2014.971215

Odera, J. A., & Mulusa, J. (2020). SDGs, gender equality and women's empowerment: what prospects for delivery. *Sustainable Development Goals and Human Rights*, 95.

OECD. (2018a). Women's political participation in Egypt barriers, opportunities, and gender sensitivity of select political institutions. Retrieved

from http://www.oecd.org/mena/governance/womens-political-participation-in-egypt.pdf

Ogiogio, G. (2013). Draft Africa Regional Report on the Sustainable Development Goals1.

Ogohi, D. C. (2014). Impact of Globalization on Socio-Cultural Development in Nigeria. *Developing Country Studies*, *4*(17), 38.

Ohmae, K. (1990). The borderless world. *McKinsey Quarterly*, (3), 3-19.

Optimy, (2019). "Women's empowerment", Discover the world of impact!, retrieved from: https://wiki.optimy.com/womens-empowerment/

Oxfam. (2018/19). SCL donor report. Internal document.

Pallant, J. (2005). SPSS Survival Guide-A step by step guide to data analysis using SPSS for windows (Ver. 12).

Panchal, N. (2015). Impact of globalization on women's empowerment in India. *International Journal for Innovative Research in Multidisciplinary Field*, *1*(3), 38-47.

Pannilage, U. (2017). An introduction to the theoretical perspectives of globalization. *Journal of Humanities and Social Sciences*, *7*(1), 1-18.

Peinado, P., & Serrano, F. (2018). Gender inequality in the labor market and the great recession. In *Inequality* (pp. 233–274). Cham: Palgrave Macmillan

Peterson Institute of International Economics-PIIE, (2018). What is globalization? And how has the global economy shaped the United States?, Retrieved from https://www.piie.com/microsites/globalization/what-is-globalization

Phan, L. (2016). Measuring women's empowerment at household level using DHS data of four Southeast Asian countries. *Social Indicators Research*, *126*(1), 359-378.

Pieterse, J. N. (2012). New Global Studies.

Pirogan, Marc, (2017). Making sense of our connected world. Retrieved from https://www.hiig.de/en/revisiting-castells-network-society/amp/

Planning Commission. (2015). Pakistan 2025-One nation-One vision. *Ministry of Planning, Development & Reform, Government of Pakistan. Islamabad.*

Pologeorgis, N. (2021). How Globalization Affects Developed Countries. Retrieved from https://www.investopedia.com/articles/economics/10/globalization-developed-countries.asp

Qureshi, U. (2019). Enabling more Pakistani women to work. Published on End Poverty in South Asia. World Bank.

Radu, S. (2018). Women still a rare part of world's parliaments. Retrieved from https://www.usnews.com/news/best-countries/articles/2018-09-04/women- are-still-underrepresented-in-parliaments-around-the-world

Rafat, B., Emadzadeh, M., & Ahmadi, K. (2013). Economic, social, and political aspect of globalization on health in developing countries (with segregation). *International Journal of Academic Research in Business and Social Sciences*, *3*(7), 384.

Raikhan, S., Moldakhmet, M., Ryskeldy, M., & Alua, M. (2014). The interaction of globalization and culture in the modern world. *Procedia-Social and Behavioral Sciences*, *122*, 8-12.

Raj, A. (2017). Gender Empowerment Index: A choice of progress or perfection. The Lancet Global Health., 5(9), e849–e850.

Rashid, M.A. (2013). Status of women in Islam. Retrieved from http://www.irfi.org

Rather, T. A., & Bhat, M. A. (2017). Measuring Women's Empowerment and Poverty Reduction: Experiences of Hanji Women in Kashmir. *Sociological Bulletin*, *66*(2), 191–211. https://doi.org/10.1177/0038022917708492

Razavi, S., Arza, C., Braunstein, E., Cook, S., & Goulding, K. (2012). *Gendered impacts of globalization: Employment and social protection*. Geneva: UNRISD.

Reddy, C. Raghava (2017). Pilot study and pre-test", MHRD Project. Retrieved from https://www.youtube.com/watch?v=jd-INf0bOsI

Rehman, A., Jingdong, L., Shahzad, B., Chandio, A. A., Hussain, I., Nabi, G., & Iqbal, M. S. (2015). Economic perspectives of major field crops of Pakistan: An empirical study. *Pacific Science Review B: Humanities and Social Sciences*, *1*(3), 145-158.

Rehman, S. N. (1993). The role of media in cross-cultural communication. In *4th International Conference on Cross-Cultural Communication*.

Repila, J. (2013). The Politics of Our Lives: The Raising Her Voice in Pakistan Experience. Oxfam evaluation report. https://policypractice.oxfam.org.uk/publications/the-politics-of-our-lives-the-raisingher-voice-in-pakistan-experience-294763

Richardson, R. A. (2018). Measuring women's empowerment: A critical review of current practices and recommendations for researchers. *Social Indicators Research*, *137*(2), 539-557.

Robinson, W. I. (2008). *Theories of Globalization, in The Blackwell Companion to Globalization* (ed G. Ritzer), Blackwell Publishing Ltd, Oxford, UK.

Robertson, R. (2014). Roland Robertson, Globalizations, 11:4, 447-459, DOI: 10.1080/14747731.2014.951203

Rowlands, J. (1998). A word of the times, but what does it mean? Empowerment in the discourse and practice of development. In *Women and empowerment* (pp. 11-34). Palgrave Macmillan, London.

Rozkwitalska, M. (2014). Negative and positive aspects of cross-cultural interactions: a case of multinational subsidiaries in Poland. *Engineering Economics/Inžinerinė ekonomika*, *25*(2), 231-240.

Samanta, T. (2020) Women's empowerment as self-compassion? Empirical observations from India. PLoS ONE 15(5): e0232526. https://doi.org/10.1371/journal.pone.0232526

Samarakoon, S., & Parinduri, R. A. (2015). Does education empower women? Evidence from Indonesia. *World Development*, 66, 428–442. doi:10.1016/j.worlddev.2014.09.002.

Samimi, P., & Jenatabadi, H. S. (2014). Globalization and economic growth: Empirical evidence on the role of complementarities. *PloS one*, *9*(4), e87824.

Sarwar, A., & Jadoon, A. K. (2020). Is Globalization Empowering Women? A Case Study of District Lahore, Pakistan. *Pakistan Journal of Social and Clinical Psychology*, *18*(1), 16-27.

Scholte, J. A. (2005). *Globalization: A critical introduction*. Macmillan International Higher Education.

Schuler, S. R., Islam, F., & Rottach, E. (2010). Women's empowerment revisited: a case study from Bangladesh. *Development in practice*, *20*(7), 840-854.

Science Direct, (2019). Effects of Economic Globalization. Retrieved from https://www.nationalgeographic.org/article/effects-economic-globalization/9th-grade/

Sekaran, U., & Bougie, R. (2016). *Research methods for business: A skill building approach*. John Wiley & Sons.

Selim, J. (2015). Human Development Report 2015. Work for Human Development. *UNDP Human Development Reports*.

Sen A. K (1993), "Capability and wellbeing", In: Nussbaum and Sen, (Eds). The Quality of Life. Helsinki: World Institute of Development Economics Research.

Sen, G. (2019). Gender Equality and Women's Empowerment: Feminist Mobilization for the SDG s. *Global Policy*, *10*, 28-38.

Shabab, S. A., & Islam, S. A. H. M. (2018). Impact of globalization on economic growth and poverty reduction: a case study of Bangladesh during 1990s. *Art Human Open Acc J*, *2*(5), 308-312.

Shahzad, M. (2015). Impact of Globalization on Pakistan. *Young ISSI Professionals' Corner Institute of Strategic Studies, LUMS, Lahore.*

Sharon, R. & Riggan, M. (2017). Drafting an Argument. Writing @ CSU. Colorado State University; Reason and Rigor: How Conceptual Frameworks Guide Research. Second edition. Los Angeles, CA: SAGE, 2017.

Shawar, D. E., Nawab, B., & Khalid, A. Are NGOs Bridging the Gaps? Analyzing Opportunities for Gender and Political Empowerment in Peshawar, Khyber Pakhtunkhwa. Statistics Canada. Economic well-being. 2015a. http://www.statcan.gc.ca/pub/89-503-x/2010001/article/11388-eng.htm#a4

Stiglitz, J. E., Stiglitz, J. E., Stiglitz, J. E., & Stiglitz, J. E. (2002). *Globalization and its Discontents* (Vol. 500). New York: WW norton.

Sultan, M. (2015). Women's perception of empowerment: Findings from the Pathways of Women's Empowerment Programme. Presentation at the ADB

Regional Seminar on Women's Employment, Entrepreneurship, and Empowerment: Moving forward on imperfect pathways, 20-22 May, Bangkok

Sultana, A. (2010). Patriarchy and women s subordination: a theoretical analysis. *Arts Faculty Journal*, 1-18.

Suralkar, R. G. (2018). Globalization and Human Rights. *Current Engineering and Scientific Research (IJCESR 2018)*, 170.

Swain, R. B., Wallentin, F. Y. (2009). Does microfinance empower women? Evidence from Self-Help Groups in India. *International Review of Applied Economics*, 23(5), 541–556.

Syed, I. (2018). Barriers to Girls' Education in Pakistan. Retrieved from https://www.hrw.org/report/2018/11/12/shall-i-feed-my-daughter-or-educate-her/barriers-girls-education-pakistan

Tabachnick, B. G., Fidell, L. S., & Ullman, J. B. (2007). *Using multivariate statistics* (Vol. 5, pp. 481-498). Boston, MA: Pearson.

Tahira, I., Javed, S., & Ijaz, M. (2017). Impact of globalization on changing gender roles: A case of Gujrat. *International Journal of Scientific and Research Publications*, 7 (7), 824-831.

Tandon, T. (2016). Women's empowerment: perspectives and views. *The International Journal of Indian Psychology*, *3*(3), 6-12.

Tekbaş, M. (2019). Investigation of Globalization and Economic Growth Relations with Different Dimensions In BRICS-T Countries, PhD. Published Thesis, Gaziantep University Institute of Social Sciences, Gaziantep.

The United Nations. (2019). Sustainable Development Goal Indicators. https://unstats.un.org/sdgs/indicators/Global%20Indicator%20Framework%20after%202019%20refinement_Eng.pdf (Access Date: 25.12.2019).

Thompson, G. (1998). Globalization versus Regionalism? Journal of North African Studies.

Tony Schirato and Jen Webb, (2012). Globalization: History and Ideology. Chapter DOI: http://dx.doi.org/10.4135/9781446216552.n2, Sage Books.

Trochim, W. M., & Donnelly, J. P. (2001). *Research methods knowledge base* (Vol. 2). Atomic Dog Pub.

UKEssays. (2018). Theoretical Perspectives on Globalization. Retrieved from https://www.ukessays.com/essays/politics/the-main-theoretical-perspectives-on-globalization-politics-essay.php?vref=1

United Nations. (2017). UN Global Gender Gap Report-GGGR-2017

UN Women (2016). *UN Women Annual Report 2015-2016.* Available at: http://annualreport.unwomen.org/en/2016

UNFPA, (1994). Issue 7: Women's empowerment, ICPD POA, Cairo, 1994.

United Nations (n.d.) *Sustainable Development. Gender Equality – Why It Matters.* Available at: http://www.un.org/sustainabledevelopment/gender-equality/

United Nations Educational, Scientific and Cultural Organization [UNESCO] (2014). *EFA Global Monitoring Report. Teaching and Learning, Achieving Quality for All.* Available at: http://unesdoc.unesco.org/images/0022/002266/226662e.pdf

United Nations. (2019). Goal 5: Achieve gender equality and empower all women and girls. Retrieved from https://www.un.org/sustainabledevelopment/gender-equality/

United Nations. (n.d.). Sustainable Development Goals Report. https://sustainabledevelopment.un.org/content/documents/21252030%20Agenda%20for%20Sustainable%20Development%20web.pdf

Ushma D. Upadhyay, Deborah Karasek, (2012). Women's Empowerment and Ideal Family Size: An Examination of DHS Empowerment Measures In Sub-Saharan Africa. Women's Empowerment and Ideal Family Size: An Examination of DHS Empowerment Measures In Sub-Saharan Africa. Volume 38, Issue 2June 2012 Pages 78 – 89

velocity global (2020), Globalization Benefits and Challenges. Retrieved from https://velocityglobal.com/blog/globalization-benefits-and-challenges/

Vijaya, K. (2014). The impact of globalization on the role of women in the economy–a case study of India with special focus on Tamilnadu.

Vildö, L. (2017). The Universal Causes and Effects of Women's Empowerment for Developing Countries.

Waltz, K. N. (1999). Globalization and Governance Columbia University. *PS Online, (December) http://www. mtholyoke. edu/acad/intrel/globaliz.*

Wani, H. A. (2011). Impact of Globalization on World Culture. *Research Journal of Humanities and Social Sciences*, *2*(2), 1-4.

Warner, R. M. (2008). *Applied statistics: From bivariate through multivariate techniques*. sage.

WHO, (n.d.). Globalization, retrieved from https://www.who.int/topics/globalization/en/

World Bank. (2017a). World development indicators data. https://data.worldbank.org/data-catalog/world-development-indicators

World Health Organization. (2015). Health in 2015: from MDGs, millennium development goals to SDGs, sustainable development goals.

Yasmeen, K., & Karim, M. Z. A. (2014). Impact of interaction term between education and loan size on women's decision making. *Journal of*

Entrepreneurship and Business Innovation, 1(1), 123–141. doi:10.5296/jebi.v1i1

Ying, Y. H., Chang, K., & Lee, C. H. (2014). The impact of globalization on economic growth. *Romanian Journal of Economic Forecasting*, *17*(2), 25-34.

Zerrin, K., & Dumrul, Y. (2018). The impact of globalization on economic growth: empirical evidence from the Turkey. *International Journal of Economics and Financial Issues*, *8*(5), 115.

Annexures

Annex-I

QUESTIONNAIRE

[Globalization and Women's empowerment in Pakistan]

For Official Use Only ↓	**PART-1** **PLEASE TICK MARK YOUR CHOICES OR WRITE YOUR RESPONSES IN THIS COLUMN ONLY ↓**
V1PRVRES	**(1)What is your Province (administrative division) of Residence?** i- Punjab ii- Khyber Pakhtunkhwa (KP) iii- Sindh iv- Baluchistan v- Azad Kashmir (AJK) vi- Gilgit-Baltistan vii- FATA
V2ARERES	**(2) What is your area of Residence?** i- Rural ii- Urban
V3SBJECT	**(3) Please encircle the faculty and level of program for which you have been enrolled?**

Faculty Breakup	Education	Social Sciences and Humanities	Arabic, Sharia, and Islamic Studies	Sciences
Program Breakup	Masters	MS/M.Phil.	Ph.D.	———

V4REGOFC	**(4) Tick Mark √ Your Nearest AIOU Regional Office?** (Names are alphabetically arranged for your convenience) **i.** Abbotabad/ **ii.** Bahawalpur/ **iii.** Chakwal/ **iv.** Chitral/ **v.** Dadu/ **vi.** Dera Gazi Khan/ **vii.** Dera Ismail Khan/ **viii.** Dera Murad Jamali/ **ix.**Faisalabad/ **x.** Gilgit/ **xi.**Gujranwala/ **xii.**Hyderabad/ **xiii.**Islamabad/ **xiv.** Jhang Sadar/ **xv.** Kalat/ **xvi.**Karachi/ **xvii.** Lahore/ **xviii.** Larkana City/ **xix.** Mianwali/ **xx.** Mirpur A. K./ **xxi.** Mithi/ **xxii.** . Multan/ **xxiii.** Muzaffarabad AJK/ **xxiv.**Peshawar/ **xxv.**Quetta/ **xxvi.** Rahimyar Khan/ **xxvii.** Sagodha/ **xxviii.** Sahiwal/ **xxix.** Saidu Sharif/ **xxx.** Sakardu/ **xxxi.** Sialkot/ **xxxii.** Sukker/ **xxxiii.** Thatta/ **xxxiv.** Turbat/ **xxxv.**Umer Kot **xxxvi.**Zhob.**xxxvii.**Rawalpindi **xxxviii.** Attock **xxxix.** Kasur **xl.** Mandi Bahauddin**xli.**Narowal**xlii.**Toba Tek Singh **xliii.**Vehari **xliv.**Kohat**xlv.** Mardan
V5AGERSP	**(5) What is your Age?** i. 20 to 30yrs. ii.31 to 40yrs. iii. 41 to 50yrs. iv. 51 yrs. and above
V6MRISTA	**(6)What is your Marital Status? (if single go to Q#8)** i. Single ii. Married iii. Divorced iv. Widowed v. Separated
V7AGECHL	**(7) What are the ages of children living with you?**

Children	**None**	**Up to 5yrs.**	**6 to 10yrs.**	**11 to 15yrs.**	**15yrs.+**
Male					
Female					

V8FMTYPE	**(8) What is the type of family you are living in?** i. Nuclear (spouse and children) ii. Joint (spouse, children and husband's parents) iii. Extended (spouse, children, husband's parents and other relatives)
V9OCUPTN	**(9) What is your occupation? (if v or vi then go to Q# 11)**

	i. Govt. service ii. Private Service iii. Business iv. Self Employed v. Student vi. House Wife vii. Any Other (specify).....
V10RINCM	**(10) What is your personal income in Rs.....?** **i.** Less than 20,000 **ii.** 20,000 to 30,000 **iii.** more than 30,000 to 40,000 **iv.** more than 40,000 to 50, 000 **v.** more than 50,000 to 60,000 **vi.** more than 60,000
V11FINCM	**(11) What is your family monthly income from all sources (in Rs....)?** **i.** Less than 40,000 **ii.**40,000 to 50,000 **iii.** more than 50,000 to 60,000 **iv.** more than 60,000 to 70, 000 **v.** more than 70,000 to 80,000 **vi.** more than 90,000
V12RRGST	**(12) When you 1st time registered for any AIOU educational programme?** Please write the semester and year of registration. .....

PART-2

V13SKADM

(13) I would like to know about your perceptions on women status in different spheres (political, economic, civil, social and cultural) of life in Pakistan.

میں پاکستان میں خواتین کا مقام زندگی سے مختلف پہلوؤں (سیاسی،معاشی، سماجی و معاشرتی) کے حوالے سے کیا ہے اس بارے میں آپکی رائے جاننا چاہتی ہوں۔

Please state as to what extent do you agree with the following statements:

آئیے دیکھیں کہ آپ نیچے دیئے گئے ہر بیان سے کس حد تک اتفاق کرتی ہیں۔

SA= Strongly Agree **A**= Agree **UNC**= Uncertain **DA**= Disagree **SDA**= Strongly Disagree

	STATEMENTS	(1) SA	(2) A	(3) UNC	(4) DA	(5) SDA
V131SGCP V132EBGS	(i) Women are considered as second-class citizens/ subordinate in Pakistan. خواتین کو پاکستان میں ماتحت/ کم تر تصور کیا جاتا ہے۔					
V133EBLP	(ii) Women are generally exploited on the basis of gender خواتین کو عام طور پر انکی جنس کی بنیاد پر استحصال کیا جاتا ہے۔					
V134EOAE	(iii) Women are treated equally before law قانون کی نظر میں مرد و خواتین برابر ہیں ۔					
V135RAPP	(iv) Women have equal opportunity/ access to employment in public or private sector خواتین کو سرکاری اور پرائیویٹ سطح پر روزگار کے یکساں مواقع میسر ہیں۔					
V136FPSL V137CMEC	(v) Women have their true representation in administration and politics at various levels خواتین کو معاشرے میں انتظامی و سیاسی امور کے حوالے سے برابر / مناسب نمائندگی حاصل ہے۔					

V138EWEP V139WRLP	**(vi)** Women have freedom to participate in all spheres of life & social activities خواتین زندگی کے مختلف سماجی سرگرمیوں میں اپنی مرضی سے شریک ہوتی ہیں۔					
V1310RWS	**(vii)** Women have their own choice of marriage, education, career خواتین کو اپنی مرضی سے شادی، تعلیم اور روزگار کے چُناؤ کا اختیار حاصل ہے۔					
V1311SSI	**(viii)** Women have secure working environment خواتین کو کام کرنے کیلئے محفوظ ماحول میسر ہے					
V1312GEP	**(ix)** Women have their representation in legislatures. پاکستان میں خواتین کو قانون سازی میں نمائندگی حاصل ہے۔					
V1313SED V1314ARI	**(x)** Islam as a religion has provided ample status and opportunities to women for establishing themselves as an important part of the society. اسلام خواتین کو معاشرے کے ایک اہم جُزو کی حیثیت سے خود کو منوانے کیے وسیع مواقع فراہم کرتا ہے۔					
V1315WSI	**(xi)** Social structures and institutions are impregnated with norms and values that discriminate against women. سماجی ادارے خواتین کے سات امتیازی سلوک سے متعلقہ اقدار اور رویوں کو بڑھاوا دیتے ہیں۔					
	(xii) Government is eliminating negative customary practices by increasing awareness of women about their fundamental rights. حکومت معاشرے میں منفی روایتی اقدار کا خاتمہ خواتین میں انکے بنیادی حقوق سے متعلق شعور اجاگر کر کے کر رہی ہے۔					
	(xiii) Social and economic dependence of women in returns ensure male supremacy in society. خواتین کا سماجی و معاشی انحصار معاشرے میں مردوں کے تسلط کو برقرار رکھے ہوئے ہے۔					
	(xvi) Women themselves are not aware of the rights enshrined to them in Islam and by the state. خواتین کو اسلام اور ریاست نے جو ح قوق تفویظ کئے ہیں ان کو ان سے متعلق شعوروآگاہی نہیں ہے					
	(xv) Women's educational and professional life and their status in society are at present more on increase due to					

	efficient and dedicated role played by them in different spheres of life. دور جدید میں خواتین کے متحرک کردار سے انکے معاشرتی مقام، تعلیم اور معاشی زندگی میں بہتری آئی ہے۔						
V14RRSON	**(14) Please state the number(s) that, in your own personal case, which of the above stated perceptions regarding women status as quoted from i to xv happened to be strongly true? (Please do mention if there are more than one or specify if there is any other reason)** **سوال نمبرتیرا میں پاکستان میں خواتین کے مقام سے متعلقہ مختلف آراءمیں سے کونسی سٹیٹمنٹ آپ کی اپنی زندگی میں کسی حد تک سچ ثابت ہوئی ہے ؟ (آپ ایک سے زیادہ سٹیٹمنٹ کا نمبر بھی لکھ سکتی ہیں)صرف سٹیٹمنٹ کا نمبر لکھیں۔**						
V15EQUAL	**(14) "This is an overall male dominated society, How women can get the equal status as of males?"** معاشرے میں مردوں کی برتری کے مقابلے میں خواتین کو برابری کا مقام کیسے مل سکتا ہے؟ **In this connection, please state as to what extent do you agree with the following statements:** **اس تناظر میں آپسے دیکھیں کہ آپ نیچے دیئے گئے سٹیٹمنٹ سے کس حد تک اتفاق کرتی ہیں۔** **SA**= Strongly Agree **A**= Agree **UNC**= Uncertain **DA**= Disagree **SDA**= Strongly Disagree						

STATEMENTS	(1) SA	(2) A	(3) UNC	(4) DA	(5) SDA
(i) Through government policies/interventions حکومت پالیسیوں کے ذریعے					
(ii) Through creating and providing employment opportunities روزگار کے مواقع فراہم کرنے کے ذریعے					
(iii) Through creating and providing educational opportunities تعلیمی مواقع وجود میں لانے اور فراہم کرنے کے ذریعے					
(iv)Through seminar and workshops, سیمینار اور ورکشاپ کے ذریعے آگاہی					
(v) Through media Propagation, میڈیا کے ذریعے آگاہی					
(vi)Through religious sermons مذہبی بیانات/ لیکچرز کے ذریعے					
(vii) Any other Suggestion اسکے علاوہ اگر آپ کچھ اور تجویز دینا چاہیں۔					

(16) "Has globalization dynamic influences on socio-economic and political spheres of Pakistan?"

V16GLOPK

{Globalization is a process of interaction and integration among the people, this process has effects on the environment, on culture, on political systems, on economic development and prosperity, and on human physical well-being in societies around the world.}

کیا آپ کے خیال میں گلوبلائزیشن پاکستان کے سماجی معاشی و سیاسی پہلوؤں پر متحرک طور پر اثر انداز ہوتی ہے ؟

— 1. Yes
— 2. No

In case of Yes, please state as to what extent you find the following statements to be true?

V161GSEP

آئیے دیکھیں کہ آپ نیچے دیئے گئے سٹیٹمنٹ سے کس حد تک اتفاق کرتی ہیں؟

	STATEMENTS	1. To Some Extent	2. To a Great Extent	3. Not At All
V162GSEP V163GSEP V164GSEP	i. It is because of globalization that world is fast shrinking. گلوبلائزیشن کی وجہ سے دنیا تیزی سے سمٹ ہی ہے۔			
V165GSEP	ii. Technological advancement has brought tremendous transformation in all fields of life. تکنیکی ترقی مختلف شعبہ ہائے زندگی میں بہت زیادہ/ زبردست			
V166GSEP	iii. Media all over the world informs, entertains and educates the general public. دنیا بھر میں میڈیا لوگوں کو آگاہی، تعلیم اور تفریح مہیا کر رہی ہے۔			
V167GSEP	iv. Trade, investment, &free market economy has been emerged. دنیا میں تجارت، سرمایہ کاری او فری مارکیٹ اکانومی ابھر کر سامنے آئی ہیں۔			
V168GSEP V169GSEP	v. Globalization has negative effects on Pakistan's governance and domestic institutions. گلوبلائزیشن نے پاکستان کی گورننس اور ملکی اداروں پہ منفی اثرات مرتب کئے ہیں۔			
V1610SEP V1611SEP V1612SEP	vi. Globalization has created competitiveness and efficiency environment in all fields of life in Pakistan. گلوبلائزیشن کی وجہ سے پاکستان میں ایک موثر ، متحرک اور مسابقتی ماحول مختلف شعبہ ہائے زندگی میں پایا جاتا ہے۔			
V1613SEP	vii. Most of the government decisions in Pakistan are imposed by international bodies/organizations i.e. IMF, WB, WTO etc.			

V1614SEP	پاکستان میں حکومتی فیصلے زیادہ تر بین الاقوامی اداروں کے زیر دباؤ عائد کئے جاتے ہیں۔			
V1615SEP	viii. Economic globalization has increased educational attainment in the country. گلوبلائزیشن نے معاشی سطح پر پاکستان میں تعلیم کے حصول کو فروغ دیا ہے۔			
	ix. Globalization, economic development and social progress are associated with each other. معاشی و سماجی ترقی گلوبلائزیشن سے گہرا تعلق ہے۔			
	x. Due to globalization trendy culture, different languages, and western ideas becoming popular in Pakistan. گلوبلائزیشن کی وجہ سے مغربی ثقافت اور مختلف زبانوں کا استعمال پاکستان میں فروغ پا رہا ہے۔			
	xi. Globalization has spread materialistic lifestyle and attitudes among people. گلوبلائزیشن کی وجہ سے لوگوں میں مادہ پرست طرز زندگی اور رویے فروغ پا رہے ہیں۔			
	xii. Globalization widening the gap between the poor and the rich which resulting in socio-economic inequalities in Pakistan. گلوبلائزیشن کی وجہ سے پاکستان میں لوگوں کے درمیان سماجی و اقتصادی عدم مساوات رجحان پیدا ہو رہاہے۔			
	xiii. Due to globalization human resources mobility (inside/outside country) has increased of Pakistan. گلوبلائزیشن نے لوگوں کی اندرون بیرون ملک آمد ورفت کو آسان بنا دیا ہے۔			
	xvi. Globalization has increased production of goods and services in different sectors i.e. health, education, agriculture, transportation, communication etc. گلوبلائزیشن نے مختلف شعبوں (صحت، تعلیم ،زراعت وغیرہ) میں مصنوعات و خدمات کی پیداوار میں اضافہ کیا ہے۔			
V17GLOPE	xv. Globalization has promoted in Pakistan certain global common values such as equality, human rights, justice, democracy etc. گلوبلائزیشن نے پاکستان میں عالمی اقدار جیسے کے مساوات، انسانی حقوق، انصاف اور جمہوریت کو فروغ دیا ہے			

(17) "Does global democratic politics have any influence on women's politica empowerment in Pakistan?"

پ کے خیال میں عالمی جمہوری سیاست اور پاکستان میں خواتین کی سیاسی پختگی کے حوالے سے کوئی تعلق بنتا ہے؟

V171POLE

— 1. Yes
— 2. No

ئیے دیکھیں کہ مندرجہ ذیل بیانات سے آپ کس حد تک اتفاق کرتی ہیں؟

In case of Yes, please state as to what extent you find the following statements to be true?

V172POLE

V173POLE

V174POLE

V175POLE

Statements	1. To Some Extent	2. To a Great Extent	3. Not At All
i. Pakistan being signatory of formal international treaties enhances avenues for women's knowledge of political systems. پاکستان کا عالمی معاہدات میں ممبر ہونا، خواتین میں سیاسی معاملات سے متعلق آگاہی/ شعور کا سبب ہے۔			
ii. Awareness of human rights enhances women's domestic support for their political participation. خواتین کا انسانی حقوق سے متعلق شعور نہ صرف ان کو سیاسی سرگرمیوں میںحصہ لینے کے قابل بناتی ہیں بلکہ اس کیلئے انہیں اپنے خاندان کی حمایت بھی حاصل ہو جاتی ہے۔			
iii. Socio-political movements help women to exercise their right to vote. سماجی و سیاسی مہمات / سرگرمیاں خواتین کو اس قابل بناتی ہیں کہ وہ بذریعہ ووٹ اپنا حق رائے دہندگی استعمال کر سکیں۔			
iv. Unions/activists group formation enhances women's participation in community level decision making process as well strengthening their leadership position. سیاسی یونین/ تنظیموں میں خواتین کی شمولیت نہ صرف ان کی کمیونٹی کی سطح پر فیصلے کرنے کی علامت کو اجاگر کرتی ہے بلکہ اس کے ساتھ ساتھ اس کی سیاسی پختگی کا باعث بنتی ہے۔			
v. Efforts for removal of inequality, oppression, and discriminationenhance women's chance of getting affiliated with some political party/group. عالمی سطح پر عدم مساوات ، صبر اور امتیازی سلوک کے خاتمے کی کوششوں نے خواتین کو اس قابل بنا دیا ہے کہ وہ سیاسی طور پر باشعور ہونے کے بعد اپنے آپ کو کسی سیاسی پارٹی سے منسلک کر سکیں۔			

V18POLPE

V19ECOEM

(18) Please state that, <u>in your own personal case</u>, which of the above statement(s) given in the above table (Q#17) happened to be true?

مندرجہ بالا سٹیٹمنٹ میں کونسا سٹیٹمنٹ آپ کی اپنی زندگی میں کسی حد تک سچ ثابت ہوا ہے ؟

— 1. None
— 2. Quoted against statement number i.
— 3. Quoted against statement numberii.
— 4. Quoted against statement number iii.
— 5. Quoted against statement number iv.
— 6. Quoted against statement number v.
— 7. Any other

V191ECOE

(19) "Do you think so access to employment as a result of global flows of trade and investment is empowering women economically in Pakistan?"

کیا آپ کے خیال میں عالمی تجارت و سرمایہ کاری پاکستانی خواتین کی معاشی حالت سدھارنے میںمعاون و مددگار ثابت ہونی ہے ؟

— 1. Yes
— 2. No

In case of Yes, please state as to what extent you find the following statements to be true?

آئیے دیکھیں کہ آپ نیچے دیئے گئے سٹیٹمنٹ سے کس حد تک اتفاق کرتی ہیں؟

V192ECOE

V193ECOE	STATEMENTS	1. To Some Extent	2. To a Great Extent	3. Not At All
V194ECOE	i. Paid job opportunities enhance women's access/control over family resources (i.e. income, household budget). ملازمتوں کے مواقع/ حصول سے خواتین کو اپنے گھریلو وسائل ،آمدنی ، بجٹ وغیرہ کے بنانے جیسے کاموں میں زیادہ کنٹرول حاصل ہو جاتا ہے۔			
V195ECOE	ii. Due to MNCs (Multi-National Corporations) women's access to employment opportunities enhances. ملٹی نیشنل کارپوریشنزکی موجودگی کی وجہ سے خواتین کی ملازمتوں کے حصول تک رسائی ممکن ہو سکتی ہے۔			
V20ECOEM	iii. Migration to urban hubs enhances women's economic contribution to family support. شہروں میں رہنے کی وجہ سے خواتین کو ایسے مواقع ملتے ہیں کہ وہ اپنے خاندانوں کی کفالت میں مردوں کے ہمراہ برابر کی شریک ہو سکیں۔			
V21SOCPE	iv. Competitive work environment enhances women's ability to make small or large purchases independently. مسابقتی کام کرنے کے ماحول نے خواتین کو اس قابل بنا دیا ہے کہ وہ اپنی خرید و فروخت جو پہلے صرف مرد حضرات کیا کرتے تھے اب از خود کر سکتی ہیں ۔			
	v. Free trade zone/open market access has enhanced women's ability as entrepreneurs to start up their own businesses/enterprises. فری ٹریڈ زون/ اوپن مارکیٹ تک رسائی نے خواتین کو اس قابل بناتا ہے کہ وہ اپنا ذاتی کاروبار شروع کر سکیں۔			

(20) Please state that, in your own personal case, which of the above statement(s) in main question # 19 above happened to be true?

مندرجہ بالا سٹیٹمنٹ میں کونسا سٹیٹمنٹ آپکی زندگی میں کسی حد تک سچ ثابت ہوا ہے ؟

— 1. None
— 2. Quoted against statement number i.
— 3. Quoted against statement numberii.
— 4. Quoted against statement number iii.

V211SOCE

— 5. Quoted against statement number iv.
— 6. Quoted against statement number v.
— 7. Any other

(21) "Do you think so globalization has contributed to improve social status of women in the patriarchal Pakistani society?"

V212SOCE

کیا گلوبلائزیشن نے خواتین کے معاشرتی مقام میں بہتری کے ذریعے اُن کو سماجی طور پربااختیار بنایا ہے ؟

1. Yes
2. No

V213SOCE

In case of Yes, please state as to what extent you find the following statements to be true?

آئیے دیکھیں کہ مندرجہ ذیل بیانات سے آپ کس حد تک اتفاق کرتی ہیں؟

V214SOCE

Statements	1. To Some Extent	2. To a Great Extent	3. Not At All
i. Due to changing gender roles at global level women in Pakistan becomes more prestigious and receive attention/ respect from others. عالمی سطح پر بڑھتی ہوئی خواتین کے منفی کردار میں مثبت تبدیلیوں کے باعث پاکستان میں بھی خواتین پہ محسوس کرتی ہیں کہ اب انہیں معاشرے میں نہ صرف عزت کی نگاہ سے دیکھا جاتا ہے بلکہ انہیں وہ مقام حاصل ہے جو پہلے نہ تھا۔			
ii. Easy access of transportation enhances women's freedom of mobility/ movement (i.e. access to market etc.). ذرائع آمدورفت تک آسان رسائی نے خواتین کو اس قابل بنا دیا ہے کہ اب وہ مارکیٹ میں خرید و فروخت اور دیگر سماجی سرگرمیوں میں حصہ لینے کیلئے گھر سے باہر پہلے کی نسبت زیادہ آزادی سے آ جا سکتی ہیں۔			
iii. Information communication technologies-ICTs (i.e. TV, Internet, Social Media etc.) enhances women's positive image in society. ذرائع ابلاغ موالاصلات (ٹی وی، انٹرنیٹ، سوشل میڈیا) نے اکثر خواتین کو مثبت انداز میں اپنی سوچ کو فروغ دینے اور اپنے ملک کی بہتری کیلئے ان کے اپنے اہم کردار سے آگاہی بخشی ہے ۔			
iv. Diffusion of cultural traits enhances women's participation in social activities at community level (i.e. marriages, eid, mela etc). عالمی سطح پر مختلف معاشروں کے ثقافتی اقدار کے پھیلاؤ نے خواتین کو اس قابل بنا دیا ہے کہ کمیونٹی کی سطح پر جاری سرگرمیوں (شادی، عید میلے وغیرہ جیسی تقریبات) میں بلاخوف اور بغیر جھجک کے از خود شمولیت کر سکیں۔			

V215SOCE

V22SOCPE

V23INDEM

	v. Dual earner system enhances women's ability to avail basic facilities of life (i.e. health care, education etc). مردوں کی طرح خواتین میں ملازمت/ کام کرنے کے رجحان نے انہیں اس قابل بنا دیا ہے کہ وہ حکومت کی طرف سے فراہم کردہ بنیادی سہولتوں (مثلاً صحت، تعلیم وغیرہ) سے پوری طرح فائدہ اٹھا سکیں۔			

(22) Please state that, <u>in your own personal case</u>, which of the above statement(s) in Q# 21 happened to be true?

مندرجہ بالاسٹیٹمنٹ میں کونسا سٹیٹمنٹ آپ کی اپنی زندگی میں کسی حد تک سچ ثابت ہوا ہے؟

V231INDE

— 1. None
— 2. Quoted against statement number i.
— 3. Quoted against statement numberii.
— 4. Quoted against statement number iii.

V232INDE

— 5. Quoted against statement number iv.
— 6. Quoted against statement number v.
— 7. Any other

V233INDE

(23) "I would like to know your opinion whether globalization has enhanced women autonomy in Pakistan?"
کیا پاکستان میں گلوبلائزیشن کے خواتین پر اثرات نے ان کو اس قابل بنایا کہ وہ اپنے فیصلے اب خود کر سکیں؟

V234INDE

— 1. Yes
— 2. No

In case of Yes, please state as to what extent you find the following statements to be true?
اگر ہے دیکھیں کہ درجہ ذیل بیانات سے آپ کس حد تک اتفاق کرتی ہیں ؟

V235INDE

Statements	1. To Some Extent	2. To a Great Extent	3. Not At All
i. Access to higher education gives women their own identity as an independent individual. اعلیٰ تعلیم تک رسائی نے خواتین کو اپنی ایک شناخت دی ہے اور اب نہیں کسی کی بیٹی یا بہن کہہ کے نہیں پکارا جاتا بلکہ اب اُن کے اپنے نام سے اُنکی شناخت ہے۔			
ii. Modernization/western lifestyle enhances women's self-confidence. جدید طرز زندگی نے خواتین کو پہلے کی نسبت زیادہ خود اعتماد بنا دیا ہے۔			
iii. Professional trainings and management practices enhances women's self-efficiency (i.e. improvement in outcome of different tasks). پیشہ ورانہ اور انتظامی امور سے متعلقہ تربیت/ مہارت نے خواتین کو اس قابل بنایا ہے کہ وہ اپنے روزمرہ کے کام کاج پہلے کی نسبت زیادہ بہتر طریقے سے کر سکیں			

V25FAMLE	**iv.** Global interaction in form of transnational NGOs/Networks/Organizations enhances women'sself-esteem (i.e. feeling & expression of pride & value in their work). پاکستان کے بڑھتے ہوئے عالمی روابط اور بین الاقوامی اداروں (مثلاً،این جی او وغیرہ) کی ملکی سطح پر موجودگی اور فروغ نے خواتین کو نہ صرف ان کی اپنی ایک مقام رکھتی ہیں۔			
	v. Improvement in women status enhances women's ability to better perform different social roles (i.e. mother, sister, daughter, wife, employee, community member etc) خواتین کے معاشرتی مقام میں بہتری نے اُنہیں اس قابل بنایا ہے کہ وہ بحیثیت ایک ماں ،بہن، بیٹی، بیوی اور ایمپلائی اور کمیونٹی کے ایک فرد کے اپنے اپنے مختلف رول بخوبی ادا کر سکیں .			

(24) Please state that, in your own personal case, which of the above statement(s) in the table (Q#23) happened to be true?

V251FAME مندرجہ بالا سٹیٹمنٹ میں کونسا سٹیٹمنٹ آپکی اپنی زندگی میں کسی حد تک سچ ثابت ہوا ہے ؟

V252FAME — 1. None
— 2. Quoted against statement number i.
— 3. Quoted against statement numberii.
V253FAME — 4. Quoted against statement number iii.
— 5. Quoted against statement number iv.
— 6. Quoted against statement number v.
V254FAME — 7. Any other

(25) "Do you think so globalization at cultural level has influence women status and roles within family?"
کیا گلوبلائزیشن کے ثقافتی سطح پر اثرات پاکستانی خواتین کو اپنے خاندان والوں کی نظروں میں بھی ایک عزت کا درجہ دیتی ہے۔

V255FAME

— 1. Yes
— 2. No

In case of Yes, please state as to what extent you find the following statements to be true?
آئیے دیکھیں کہ مندرجہ ذیل بیانات سے آپ کس حد تک اتفاق کرتی ہیں؟

Statements	1. To Some Extent	2. To a Great Extent	3. Not At All
i. Nuclear family system enhances women's participation in domestic decision making. انفرادی نظام خاندان میں خواتین کے گھریلو معاملات میں مختلف فیصلے کرنے کا زیادہ اختیار حاصل ہو جاتا ہے۔			
ii. Cross-cultural marriages enhance women's ability to avoid domestic conflicts.			

V26FAMPE	بین ارتقائی/ خاندان سے باہر شادیاں خواتین کو اس قابل بناتی ہیں کہ وہ گھریلو لڑائی جھگڑوں جیسی برائیوں سے از خود نمٹا سکیں۔			
	iii. Changing socialization patterns decreases chances of gender based discrimination against women within family. جدید خاندانی نظام تربیت میں خواتین اس تعصب کا شکار ہونے سے بچ جاتی ہیں جو عام طور پر اس معاشرے میں عورتوں کیخلاف روا رکھا جاتا ہے۔			
V27SUGGE	**iv.** Global exposure via media increases women chance of right to choice for selection of their spouse as well as of their number of children. میڈیا کے ذریعے دنیا کے مختلف معاشروں تک رسائی اور وابستگی نے خواتین کو نہ صرف اس قابل بنایا ہے کہ وہ اپنی شادی سے متعلقہ چناو کے بارے میں خود فیصلے کر سکیں بلکہ یہ بھی کہ شادی کے بعد ان کے کتنے بچے ہونے چاہئیں			
V28STORY	**v.** Education and improved parent-children communication enhances women's ability to deal with routine matters/issues of children (i.e. behavior, health, schooling etc). تعلیم اور والدین کے بچے سے بہتر روابط کی صلاحیتوں نے خواتین کو اس قابل بنایا ہے کہ وہ اپنے بچوں کی دیکھ بھال (مثلاً ان کی تعلیم و تربیت، صحت وغیرہ) کا بہتر خیال رکھ سکیں			

(26) Please state that, in your own personal case, which of the above statement(s) in the given table (Q#25) happened to be true?

مندرجہ بالا سٹیٹمنٹ میں کونسا سٹیٹمنٹ آپکی اپنی زندگی میں کسی حد تک سچ ثابت ہوا ہے؟

— 1. None
— 2. Quoted against statement number i.
— 3. Quoted against statement numberii.
— 4. Quoted against statement number iii.
— 5. Quoted against statement number iv.
— 6. Quoted against statement number v.
— 7. Any other

(27) What do you suggest the suitable measures to improve the situation of socio-economic and political systems in Pakistan for effective empowerment of female beneficiaries?

آپ پاکستان میں خواتین کی سماجی ، معاشی و سیاسی حالات میں بہتری کیلئے کیا اقدامات تجویز کرتی ہیں؟

.....
.....
.....
.....
.....

(28) Please write down on this page, if not about yourself, about any other woman, whom you know (and of course without mentioning her name) and who after having completed some university education or due to job or migration to urban areas was able to improve her family's socio-economic status. You may include any success story of women who are contributing socially, economically, or politically due to any of the said indicators of globalization. You can write this brief case study in your own words in Urdu if you like. In case the current research study finds it as an interesting story of someone's success in life, after acknowledging your name for this contribution, it would certainly be included it in its final research report.

اس صفحے پر اگر آپ چاہیں تو کسی ایسی خاتون کے بارے میں ایک مختصر سی کہانی لکھ سکتی ہیں جسے آپ جانتی ہیں(وہ آپ خود بھی ہو سکتی ہیں) اور جس نے تعلیم ، روزگار ، یا شہر میں رہنے کی وجہ سے اپنے معاشرتی مقام میں بہتری لائی اور اپنے گھریلو معاشی حالات کو بخوبی سنوارا ہو اور اب ایک کامیاب اور خوشحال زندگی گزار رہی ہو۔ ضروری نہیں کہ آپ اس خاتون کا نام لکھیں اگر یہ کیس سٹڈی اس قابل ہوئی تو اسے یقیناً آپ کی اس شراکت کو سراہتے ہوئے اس ریسرچ رپورٹ کا حصہ بنایا جائے گا۔

Thank you again for your cooperation & participation.

Annex-II

Globalization and Women's empowerment in Pakistan

In-depth Interview Guide

" Assalam-o-Alaikum."

I am Nasim Khan Mahsud, Ph.D scholar of Dept. of Sociology at International Islamic University Islamabad-IIUI and working on my research dissertation titled above. The present study is an attempt to analyze and assess the effects of Globalization on women's empowerment all over Pakistan. This study will focus to analyze the various predominant dimensions of globalization and women's empowerment by exploring influences (positive, negative, feeble) of globalization on empowering women in Pakistan. This interview details will help me to assess the relationship between globalization and women's empowerment in Pakistan.

This interview is being conducted to get your input about the role of globalization in women's empowerment in Pakistan which you have been involved in. I am especially interested about your exposure on different aspects of the study under research and about recommendations you have.

"I will be tape recording our conversation with your consent. This will allow me to record the information while also giving full attention to your conversation. I assure you that all your recorded comments will be used for the purpose of academic research only. Your data will not be shared with anyone."

Ms. Nasim Khan Mahsud
P.hd Scholar
Dept. of Sociology
International Islamic University Islamabad-IIUI

Contact Details:
email :nasim.khan@aiou.edu.pk
nasimkhanmahsud@gmail.com

Globalization and Women's empowerment in Pakistan

In-depth Interview Guide

Part-I: Demographic Information of the Respondent(s)

Q#01. Name of the Interviewee: ----------

Q#02. Gender:

i. Male

ii. Female

Q#03. Occupation/Profession:

i. Parliamentarian

ii. Journalist

iii. Academic

Q#04. Name of Institution affiliated with:

i. Ministry.....

ii. University.....

iii. Media group/News Agency.....

Q#05. Affiliation with the field (in years):

i. 5years

ii. 6years to 10years

iii. 11years to 15years

iv. 16years+

Q#06. Area of specialization:

i. Economic Affairs	vi. Education
ii. Political Affairs	vii. Human Rights
iii. Socio-Cultural Affairs	viii. Planning & Development
iv. Foreign Affairs	xi. Religious Affairs
v. Information & Communications	x. Other (Specify Please.....)

Part-II: Globalization and Women's empowerment in Pakistan

Q#07. Can you please comment on the status of women in Pakistan particularly related to the socio-cultural, economic, and political spheres?

Q#08. Please share your opinion about the influence of globalization on Pakistani culture and society.

Q#09. Please comment on the influences of globalization in economic and political domains of Pakistan.

Q #10. What kinds of changes have been brought about by globalization particularly for women in the Pakistani context? Please explain.

Q#11. Please discuss the relation between globalization and women's empowerment in Pakistan.

Q#12. Please discuss your views on relation between women's empowerment and access to higher education and employment opportunities in Pakistani context. Give examples.

Q#13. Do you believe the changing role of Government in global political scenario and country's adherence to international organizations/bodies has empowered Pakistani women politically?

Q#14. Do you believe access to information, awareness, and global interaction has contributed to improve socio-cultural status of women in the Pakistani society?

Q#15. Can you discuss the challenges related to globalization that may be hampering empowerment of women in Pakistan?

Q#16. What kinds of measures need to be taken to empower Pakistani women in the social economic and political spheres?

------Thank you for taking out your precious time to talk on this issue------

Annex-III

Globalization and Women's empowerment in Pakistan
In-depth Interview Guide
Interviewees' Profile

	Interviewees' Profile				
Sr. #	Name of the Interviewee	Institution affiliated with	Affiliation with field (in years)	Area of specialization	
01.	Mr. Ali Muhammad Khan	Minister of State for parliamentary Affaires	6yrs to 10yrs	Political affaires/ Law/ Human Rights	Politicians
02.	Ms. Zartaj Gul	Minister of State for Climate Change	6yrs to 10yrs	Political affaires/ Human Rights	
03.	Dr. Samia Raheel Qazi	Ex. Member National Assembly (MNA)	16years+ (since 1983-84)	Human Rights, women & Family Affairs/ Religious Affairs	
04.	Ms. Nafeesa Inayatullah Khan Khattak	Member National Assembly (MNA)	11yrs to 15yrs	Education/ Human Rights/ Human Trafficking & Gender Empowerment	
05.	Mr. Amjad Ali Khan	Member National Assembly (MNA)	16years+	Political affaires	
06.	Ms. Aliya Hamza Malik	Member National Assembly (MNA)	11yrs to 15yrs	Textile Engineering	
07.	Mr. Chaudhry Khalid Javaid Warraich	Member National Assembly (MNA)	16years+ (since 1985....)	Political affaires	
08.	Ms. Farzana Yaqoob	Ex. Minister for Social Welfare & Women Development	6yrs to 10yrs	Political affaires	
09.	Mr. Zaigham Khan	The News (freelancer-international media)	16years+	Socio-Cultural Affairs/ Information & Communications/ Socio-Politic	Journalist
10.	Mr. Rashid Chaudhry	TDEA (Trust for Democratic Education & Accountability)	16years+	Information & Communications/ Development & management	
11.	Mr. Amir Jahangir	DBTV. live (CEO of Pakistan's 1st web-TV)/ Former CEO of Samaa TV	16years+ (since 1998)	Socio-political & Economic Affairs/ Planning & Development/ Communication & Media Professional	
12.	Mr. Asghar Zaidi	sujag.org (website)	16years+ (since 1990s)	Information & Communications/ News Media. Digital Media	
13.	Mr. Hanan Durrani	PTV World	6yrs to 10yrs	Information & Communications	

14.	Mr. Asif Farooqui	Calyx Pvt. Ltd. (Communication Consultancy) Calyx Foundation (Nonprofit)	6yrs to 10yrs	Socio-Cultural Affairs/ Development Specialist/Consultant/ Information & Communications	
15.	Ms. Zoya Anwer	The News International	5years	Socio-Cultural Affairs/ Education/ Human Rights	
16.	Ms. Saadia Farooq	Muslim World Today	5years	Information & Communications	
17.	Prof. Dr. Shahid Siddiqui	Vice-Chancellor (Allama Iqbal Open University Islamabad)	16years+ (since 1980s)	Socio-Cultural Affairs/ Education/ Information & Communications	Academics
18.	Prof. Dr. Attaullah Shah	Vice-Chancellor (Karakorum International University Gilgit)	16years+	Planning & Development/ Education	
19.	Prof. Javaid Iqbal Syed	Ex-Vice-Chancellor (Allama Iqbal Open University Isb.)	16years+	Socio-Cultural Affairs	
20.	Prof. Dr. Fateh M. Burfat	Vice-Chancellor (University of Sindh, Jamshoro)	16years+	Education	
21.	Prof. Dr. Imtiaz Ali Khan	Vice-Chancellor (University of Swabi, Anbar, Swabi- KPK)	16years+	Education	
22.	Prof. Dr. Nasir Mahmood	Acting-Vice-Chancellor/Dean (Allama Iqbal Open University)	16years+	Education	
23.	Prof. Dr. Arab Naz	Dean (University of Malakand-KPK)	16years+	Education	
24.	Prof. Dr. Samina Awan	Dean (Allama Iqbal Open University Islamabad)	16years+	Socio-Cultural Affairs / Education	
25.	Dr. Shahida Habib Alizai	HoD (Sardar Bahadur Khan Women's University Quetta-Balochistan)	11yrs to 15yrs	Research/ Gender Studies	
26.	Ms. Qurrat ul Ain Malik	Chairperson (Int. Islamic University Islamabad-IIUI)	11yrs to 15yrs	Information & Communications/ Gender issues	

Annex-IV

Example from Data of Reflective-TA

Globalization and Women's empowerment in Pakistan
In-depth Interview Guide
PART-II

Braun and Clarke Thematic Analysis (2006) Model:

This model is based on 06 phases discussed as follows:

Phase-01: Familiarization

It has been done by transcribing all the recordings. (see document#01 of transcribed data of question#07).

Phase-02: Generating Initial Codes

Generated initial codes based on interesting features of data systematically across the dataset, collating questions and respondents wise. (see document#01 initial codes for data of question#07).

Phase-03: Searching for the Themes

Gathering together all initial codes & and trying to match them with similar others, so initial themes can be produced; same has been done with use of different color highlighters. (see document#02 table 2.1 of initial codes with different colors for data of question#07).

Phase-04: Involved Reviewing the Themes

Clusters/categories for initial patterns and themes relevant to the study objectives are properly developed. (see document#03 table 3.1 of categories and themes developed for data of question#07).

Phase-05: Defining and Naming Themes

Finally reviewed again and generated precise titles/labels for major themes and sub-themes. (see document#03 table 3.1 for themes/sub-themes developed from data of question#07).

Phase-06: Producing the Report

Finally, analysis will be done on the basis of these developed themes/Sub-themes selected extracts for all questions of in-depth interviews of 26 respondents followed by discussion in a separate chapter.

Phase#01 & 02: Transcription and Initial Coding....

(participants' number alongside shown as [P-1, P-2, P-3 etc...)

This part deals with **transcription and development of initial codes** question wise of all 26 participants of in-depth interviews. Following transcription and coding has been done for question#07 from in-depth interview schedule.

Q#07. Can you please comment on the status of women in Pakistan particularly related to the socio-cultural, economic, and political spheres?

P-1: As far as my opinion is concerned, Pakistan is an Islamic republic and we are the part of Commonwealth of Nations and can't live in isolation. But we can't allow western culture to dominate us in a way which can affect our moral values. So we have to be the part of Commonwealth of Nations, but keeping in view our background, our history, and culture and off course our religion. The rights which have been given to women as mother, sister, daughter, and wife by Islam and Quran some 1400 years ago, so we have been given these rights much before and also before state law all men and women are equal citizens. I think we must give them more opportunities to education and we must give them opportunities to get access to justice. Because there are issues in the civil bureaucracy and in judicial system where people get suffer especially women. Women being part of community where they are under privileged and feel and suffer such issues so strongly. So, we must support them to get justice and to get education. But again, I would say that we must not allow western values to intrude upon our social values system because the more we allow that the more we will suffer. Like in west they don't have family values i.e. mothers grow their children

without fathers. So, we don't want to go into those domains, yes! We must support our women and we must bring them into main stream, give them education and create job opportunities for them but keeping in view our society, culture and the purpose for which this country has been made and not merely by coping the west. If we make a free for all society, what will happen at the end of the day? That we will not get probably much out of it but will lose which we have already i.e. the most precious blessing "the mother" for any nation. Strong mothers mean strong and powerful nations.

P-2: Women are not having as good status as they should have because they are almost half of the country's population but now our total population which is exceeding 21crore and they must be around of 10.5crore and how many women are there to represent this half of Pakistan's population? Just be in few hundreds as head in different ministries and departments so they are not truly represented at national level in all domains. Our history shows that women can become Prime Minister, speaker, and minister here in Pakistan and constitution is not against women but certain cultural and religious norms both things most of Pakistani's are proud of are the cause of injustice and low status to women.

P-3: Pakistani women have a marginalized position in society. They have been disregarded their due rights given by Islam as well as of modern world system. They have been gone through double subjugation that neither our traditional system has any space for them, nor they are benefiting from this western global system. Still majority of women are far away from their basic human rights e.g. education, health care, respect, justice, and awareness etc. World powers have double standards for 3rd world countries like Pakistan e.g. via media exaggerates our issues particularly related to women status in a way which is not appropriate though in the western world women

are not as protected and empowered as the way they are presented and exemplified to the world. In our society women are no doubt having a subordinate position but mainly its media which negatively portraying women and their marginalized position to the world. Still women have great respect in our society as compare to other countries and regions of the world. It has been falsely highlighted the negative image of women, now it's become a fashion to ridicule women and keep on discussing them as a miserable, deprived, discriminated, denied beings. Such fashion conversations about Pakistani women's status by those "so called contemporary activists" are creating more difficulties for women to be independent in all fields of life. Yes! Our women are not having as of men equal access and opportunities to education, health care, and employment opportunities though Islam and state constitution grants them equality. But still we acknowledge the role of men in economic domains as in our culture men are the head of families and our women are not economically burdened as they have to look after themselves or their children financially.

P-4: I believe that God has given us the power of "hikmat" wisdom being women because if and when we want Allah has given us that power that we can mold our fathers, brothers, husbands, and our sons. But we women are only with the lack of awareness. If we talk about empowering women in politics, now it's become very easy even in the beginning you can see Fatima Jinnah and Mrs. Rana Liaqat Ali Khan and so many other political women in the making of Pakistan. Besides them, we can talk of female teachers and students who played an important part in the independence movement. Yes, women generally not considered equal to men and they are not that privileged to have and avail opportunities like men in our society. Generally women used to say that our men and culture are barriers in our way to development, they don't allow us to go ahead with our aspirations but I have seen women that whenever they

are need of something which is only related to them they easily convince their husbands. So, women need brainstorming, to me it's the prime responsibility of mothers to teach their daughters to be an open minded, they shouldn't teach their daughters that "man is everything and woman is nothing". Women status starting from home, our mothers should teach to children that they are equal humans either if they are male or female. After family it's the responsibility of education institution to ensure the gender balance so children outside home also find the same learning for respect of women in society. But again, I would say when "we women" are not willing to do something like if there is no determination then there will be no change but if they become determine they can do anything even which seems impossible i.e. I can give you my example that I am a Pashtun and the 1st one in my in-laws as well from my paternal family who has join politics. When I choose politics long before that I socialized my children specially my daughters to be open-minded and positive towards life. So when I entered to politics it's only my children who supported me and the rest of my relatives criticized my decision even my nephews when they have seen my pictures on posters during my political campaign, so to me it's up to our women how they can bring changes in societal behavior towards their standing in the society by starting their positive efforts at home because if behavior of males at home gets change, society will opt automatically. So, if women come out of their homes with the intention to earn respect for their families, I am sure they will get success at last because woman when goes along with her norms then eventually barriers move over her way. So, it's up to a woman how she can get freedom and empower herself. Allah has given convincing power to women so might be at one time her father or husband does not allow her to get education or to do job or anything else she wants but if she keeps an effort can convince them at last.

P-5: Islam has given a very high status to women but on the flip side, unfortunately in Pakistan we have not given that status to women which they deserve in any case. Now in recent times, situation is a bit changed, people have started giving attention to their women and sending their girls for higher education even to other cities. Though we have issues with respect to women rights and about their standing in the society but missing facilities has its own role for depriving women from their due rights in Pakistan specifically in remote areas to avail education, health care, work opportunities such things are hurdles for them. In political sphere, they were used to be selected but now we can see elected female parliamentarians too but still we are far behind. In economic domain in last three decades as compare to politic women are more active.

P-6: Importance of women in any society is undeniably huge. Women's role in society has been tremendously changed and putting an impact on society today. Without women we can't run a family so how can we think of a country's development without active role of women. So, we can't bring improvement in women's lives without educating or skilled them. Like I have started in my constituency a small project of providing sewing machines to women, so they get skilled, earn and contribute to family economy without stepping out of their domestic sphere. Unfortunately, our majority women are backward though they are participating in all fields of life and contributing with their full efforts to the family, agriculture, and economy but their role has not been acknowledged yet so far. If we acknowledge their contribution it will not only empower women rather our families and societies will get empowered globally. In Pakistan we have restricted our women only to the family and home spheres, so their status and importance is also limited to these domains and not have any significant impact on country's economy and politics.

Phase-03: Searching for the Themes (Codes collating and finding similarities....)

(participants' number alongside shown as [P-1, P-2, P-3 etc...)

This part deals with **Codes collating and finding similarities** question wise of all 26 participants of in-depth interviews. Following collating of initial codes has been done for question#07 from in-depth interview schedule.

Note:

Socio-cultural	[redacted]	Women position	Political

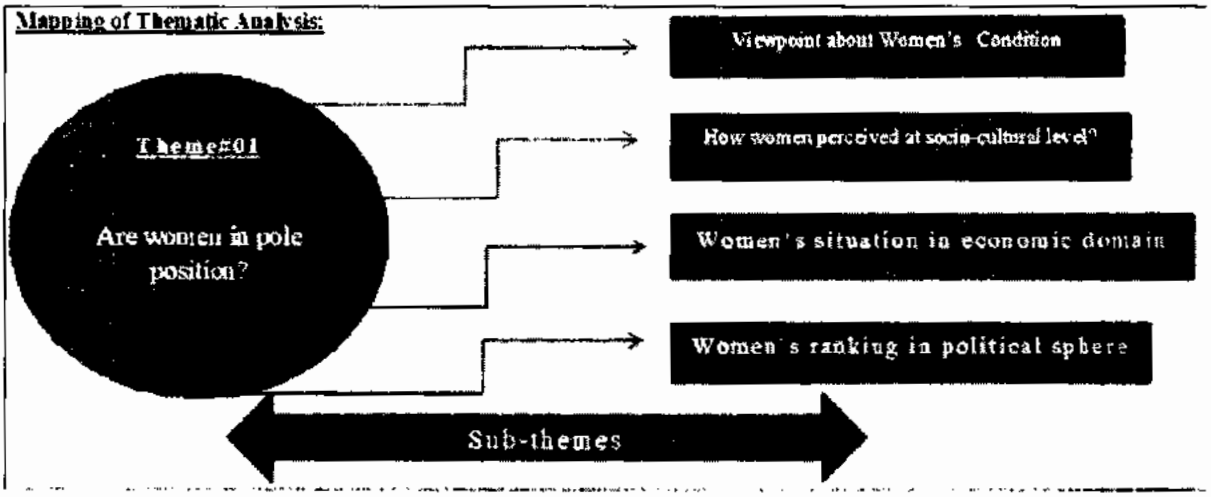
P(#)	Q#07	Q#08	Q#09	Q#10	Q#11	Q#12	Q#13	Q#14	Q#15	Q#16
P-1	Pakistan is an Islamic republic Part of global world [redacted] All equal before State and Religion Providing women with awareness and skills Marginalized community Women under privileged Must support women [redacted] restrict external influence [redacted] develop but intact own interests purpose of own country mainstreaming women [redacted] blind following of west									
P-2	Under represented Women are half of population Few on key positions Restricted to few domains Women have capabilities Constitution support women									

	[redacted]									
P-3	Marginalized position Don't possess due rights [redacted] Double standards of world powers [redacted] Not equal to men Islam and state constitution grants them equality Jobs are men's realm Men are head of family Financial responsibility is not of women									
P-4	Power of wisdom Lack of awareness Women acceptance in politics Women role in movements [redacted] Determination brings revolutions Culture resists women political campaigning Without challenging culture women can be successful Women must show zeal and zest									
P-5	Islam places women at high pedestal Reality is bleak [redacted] Missing facilities in remote areas									

	Women quota in politics Change in political process **Women more active in economic domain**									
P-6	Women are important Women roles changes now **No development without women** **Home based businesses** [redacted] **Women work participation is unacknowledged** No recognition no empowerment **Women's restricted fields** Passive role in economy and politics									

Phase-04 & 05: Reviewing and Finalizing Themes/Sub-themes (by developing categories with raw themes....)

This part deals with **developing categories and themes/sub-themes** question wise of all 26 participants of in-depth interviews. Following categorization and development of themes/sub-themes have been done for question#07 from in-depth interview schedule.



Categories/Clusters & Themes from initial codes developed:

Sr.#	Codes (initial grouping question wise)	Categories (based on similarities of codes)	Revised-Categories (for sub-themes)	Sub-themes/ potential themes	Primary Themes (specified)
Q#07	Pakistan is an Islamic republic Part of global world [redacted] All equal before State and Religion Providing women with awareness and skills Marginalized community Women under privileged Must support women [redacted] restrict external influence [redacted] develop but intact own Interests purpose of own country mainstreaming women [redacted] blind following of west Under represented Women are half of population Few on key positions Restricted to few domains Women have capabilities Constitution support women [redacted] Marginalized position Don't possess due rights [redacted] Double standards of world powers [redacted] [redacted] Not equal to men Islam and state constitution grants them equality Jobs are men's realm Men are head of family Financial responsibility is not of women Power of wisdom Lack of awareness Women acceptance in politics Women role in movements [redacted]	Pakistan is an Islamic republic Part of global world All equal before State and Religion Men are head of family Marginalized community Women under privileged Marginalized position Don't possess due rights Under represented Women are half of population Women have capabilities Power of wisdom mainstreaming women Double standards of world powers Lack of awareness Islam places women at high pedestal Reality is bleak No recognition no empowerment [redacted] [redacted] [redacted] [redacted]	Pakistan on glob Ignored segment of society Women's hidden potentials Attention required external influence on culture Family system in Pakistan Women identity Media myths	Viewpoint about Women's Condition How women perceived at socio-cultural level?	Are women in pole position?

	Determination brings revolutions Culture resists women political campaigning Without challenging culture women can be successful Women must show zeal and zest Islam places women at high pedestal Reality is bleak [redacted] Missing facilities in remote areas Women quota in politics Change in political process Women more active in economic domain Women are important Women roles changes now No development without women Home based businesses [redacted] Women work participation is unacknowledged No recognition no empowerment Women's restricted fields Passive role in economy and politics	[redacted] Few on key positions Women's restricted fields Not equal to men Jobs are men's realm Without challenging culture women can be successful Financial responsibility is not of women Women work participation is unacknowledged Missing facilities in remote areas No development without women Women more active in economic domain Home based businesses Must support women Providing women with awareness and skills Women must show zeal and zest	Attention required glass ceiling no opportunities conservative system poverty changing situation Attention required	Women's situation in economic domain	

		restrict external influence blind following of west Constitution support women Islam and state constitution grants them equality Women acceptance in politics Women role in movements develop but intact own interests purpose of own country Restricted to few domains Culture resists women political campaigning Passive role in economy and politics Determination brings revolutions Women quota in politics Change in political process	governing systems over glob sovereignty politics is male domain selection not election	Women's ranking in political sphere	
Q#08					
Q#09					
Q#10					
Q#11					
Q#12					
Q#13					
Q#14					
Q#15					
Q#16					