

Measuring the impact of training for the development of women empowerment in Pakistan

Farhat Jahan

Khadim Ali Shah Bukhari Institute of Technology, Karachi, Pakistan.

farhatresearcher@gmail.com

Abstract

This study investigated and heartily focused on the impact of training for the development of women empowerment in Pakistan. Specific objective was to focus on the status of women can be change by providing them different types of trainings. Therefore researcher emphasized on vocational and technical, business development, knowledge sharing, social networking, human rights welfare, and health awareness training programmes. Literature review revealed that training and education are meridian constituents which are directly linked with the women empowerment for their economic growth and are capable to create employment for them by globalization and technological changes. Women empowerment is unique and very important component in this era that plays a significant role to enhance the confidence level of women to contribute in the society. Targeted population was women who live underserved areas in Karachi and different areas of Pakistan. Data was collected from the sample size of 128. The value of adjusted $R^2 = 64.2\%$ shows that women empowerment has strong relationship with training that covers all vocational and technical, business development, knowledge sharing, social networking, human rights welfare and health awareness training programmes. For analysis of data statistical tools ANOVA, Sample t test and regression analysis were used. The results were highly significant. This study was limited to women of Karachi and different cities of Pakistan. It had limitations due to time and budget constraints and some of these limitations. This study revealed that status of women was critical in Islamic countries, particularly in Pakistan. It is emphasized that there was a need of training for enhancement of knowledge, skills and abilities of women and helpful for the country for their intellectual capital.

Key words

Training, Women Empowerment, NGOs, Pakistan, Impact.

Introduction

This study is belonging to measure the impact of training for the development of women empowerment. There are many root causes which influenced on the women empowerment in the underserved areas in Pakistan. Training plays a key role to enhance the knowledge, skills and abilities (KSA) of employees and helpful for the organizations to increase their intellectual capital. Training leaves positive impact to groom the skill set of an individual. It also enhanced the capabilities of women and empowers them to work independently and support family. It also provides the extensive support to poor women in the societies those who can work well and play vital role to increase the income level of household (Nikkhah et al. 2010).

Women employment is unique and very important component in this era that plays a significant role to enhance the confidence level of women to contribute in the society. Non-governmental organization (NGOs) and Not for profit organization conducts the several training sessions for unskilled women in different province of Pakistan. NGO sector existed in Pakistan since independence in 1947 and flourished in 1980s and 1990s. In recent practices, NGO sector

works in an efficient manner in designing and delivering community based programs. NGOs are participating actively in different sectors like health, education, women and child welfare. Several NGOs work for rehabilitation, women rights and empowerment that help to educate them to meet the challenges in their life (Nikkhah and Redzuan 2009). Women's empowerment is about enhancing the morale and confidence level through proper education and awareness programs.

There are several root causes which directly influence on women empowerment in Pakistan are rape, acid throwing, honor killings, forced marriages, forced prostitution, several women are unaware from their legal rights due to lack of education and knowledge. This society is male dominated society so there are certain sections in which women are looked down upon, they are not encouraged. There is less respect of women than a man. There is no proper guideline for a woman to lead a life. It also urges the several problems for women and life become more challenging. Globally, education is considered as the foundation stone for sustainable development. Women lives in rural areas of Pakistan don't aware about their legal rights and they are facing several

problems at their homes and society. NGO supports and empower women by providing training and education (Ardiansyah et al. 2011). Several studies covered that the training programs conduct by the NGOs provides extensive support to empower the women. According to the Awan (2012) several NGOs are working for the betterment of the society and put their efforts to identify the society problems specially the women belongs to underserved areas in Pakistan. Proper training of women may explore more ideas and widely increase the knowledge and skills. It also works as a catalyst to empower the women and capable them to work independently. Women empowering may increase the decision making of women and also struggle to develop the economy of country and struggle for freedom. Proper trainings and skill development programs produce new entrepreneurs in the society those work in collaboration with the social sector organization to achieve their goals and support their families (Park 1996). Several studies indicate that the training largely focuses on the improvement of current skills that own by individual. Training programs organized by the NGOs can contribute well in the society and play a vital role to improve the living status of women those living in the rural areas.

NGOs provide the better platform to know what basic human rights are and effort to get the rights to everyone in society. Women also empowering with their rights and it is also increase the social and economic conditions of countries. To give the basic right to women to protect environment and create better welfare and education system (Sharma 2003). Health awareness is unique and very important component of society to protect it from many health disasters. That is duty on every one to protect the society and keep clean it. Mostly NGOs are moving towards rural area to empower the women and prepare them with health awareness campaigns to give them basic knowledge to know how to protect the environment and how to create health awareness (Nelson 2007). Further, it is revealed that training influenced on women empowerment, which impacts the other people in the society. Several studies have been done in the field because of women can play a significant role to support their families after getting proper training from NGOs. Unskilled women face the several challenges in the society and sometimes considered as a burden on household.

Studies on women empowerment shows that there is need to consider this issue on priority basis and work for the betterment of the women. Several factors

have been studied about the women empowerment that related to the micro financing but nobody still has studied the factors of women training by NGOs which directly influenced on the community development and women empowerment.

Justification and reasons for doing this study

Keeping in view the above facts researcher has come to know that there is a huge gap in performance of NGOs those work for the women empowerment. Most the women in the rural areas of Pakistan are not educated and less skilled. Moreover, women are not able to work properly and support their family because they are not associated with the NGOs those provide the several types of training. Thereby, researcher has a lot of courage to measure the impact of training on women empowerment. It is observed that there are several problems that faced by the women in the society due to cultural and environmental influence so it needs improvement and instant action to cover the societal issues that faced by the women via offering the need based training programs that helps to empower women. Reason for this research is training programs provides extensive support to empower the women in the society and support their families. Therefore researcher wants to conduct research on following problem. "Measuring the Impact of Training for the Development of Women Empowerment in Pakistan". Therefore main research question and problem statement was to identify the causes associated with the training conducted by NGOs for women empowerment in Pakistan.

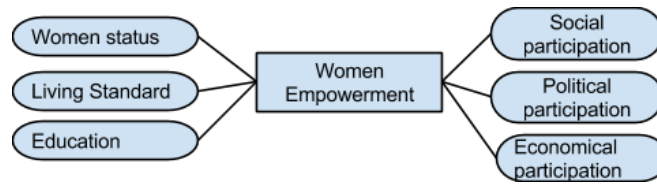
Ardiansyah et al. (2011) defined that empowerment is basically not an only enhancing confidence levels. It also improves women skills to participate in political, social and economical life on international level. Ojobo (2008) explains women empowerment is also influenced by education which improves women's status and living standard.

Source: Ardiansyah et al. 2011 and Ojobo 2008

Shekh (2000) explains that women education plays a vital role for women empowerment and help to work with male partner in the labour market side by side which reduces poverty level. Parveen and Leonhauser (2004) defined women empowerment as it can brings a dynamic social change because it helps to create awareness from human rights and decimate poverty. Khan (2010) states that status of women empowerment can be increased with the support of their husbands at connubial age. Upadhye and Madan (2012) states that "Women empowerment can be viewed as a process in which women challenge the

existing norms and culture, to effectively improve their personality, their status in the family as well as in the society."Dr. Thresiamma Varghese, (2011) further identified income, education, employment,

media exposure and acquisition of assets, knowledge of legal rights, political rights and land ownership etc. as parameters to judge the empowerment of women.



Geethanjali and Prabhakar(2012) defined women empowerment as “Empowerment is a process of awareness and capacity building leading to greater participation, to greater decision making power and control and transformative action. Empowerment of women signifies harnessing women power by conscientising their tremendous potential and encouraging them to work towards attaining a dignified and satisfying way of life through confidence and competence as person with self-respect, rights and responsibilities the progress of any nation is inevitably linked with social and economic plight of women in that particular country.” Sridevi (2005)defines “The empowerment of women is a contemporary issue regardless of the country in which a social planner tries to bring a sustainable development. Though women empowerment is not a sufficient condition it is still a necessary condition in order to stabilize and in turn to have sustainability of the development process.”

Descriptions of variables

Impact of Training on Women Empowerment

Ardiansyah et al. (2011) focused that the significant role of training empowerment programme are not denied training has a crucial effect on developing societies and women economic empowerment. Women economic empowerment has directly linked with education and training. Women can be empowered and successful when NGOs gives the technical training, counseling and other logistics support. Such type of knowledge, skills and abilities provide extensive support to women independently and manage the small businesses. Moreover, women will able to maintain the records of routine activities.

Role of Vocational training and Education

Mustafa et al. (2005) explores that the need of vocational training and education is increasing day by day which generated the results as trained individuals and employments. Training and education are meridian constituents which are directly linked with the economic growth and are capable to create

employment produced by the technological changes and globalization. (NJOGU et al.) Explained that “The Nairobi Forward Looking Strategies for the advancement of Women (1985) had reiterated the need for a women to be given the opportunity to reach their full potential. Mustafa et al (2005) concluded that Technical education and Vocational training programmes have three categories in Pakistan i.e. Prevocational or school level (TVET), higher engineering and technology education. The status of TVET in Pakistan seems very fair that Government takes interest to promote technical education and vocational training among rural youths and unskilled women to improve their job and livelihood.

Impact of women’s rights awareness and welfare trainings on women empowerment

The countries who are endorser to the convention should end any kinds of discrimination issues against women. They should adopt those laws which are in favor of gender equality and women discrimination issues. The lack of women right awareness may cause women disempowerment. According to the law of inheritance women are allowed to inherit land, property and assets. Women can do misconduct if they are restricted about their legal rights, property inheritance and land. Secure property right is very important strategy to prevent from HIV/AIDS. (Chowdhury, 2006). Fonjong (2001) focused that many ngos in Cameroon targeted UNICEF framework .They formulated many strategies for women’s right awareness and welfare trainings through conscientisation level .FIDA (The federation of international lawyer) arranged many women right awareness training programmes in the form of workshops, debate and sketches which shows women education, property and marriage right laws. The Association of Cameroon Female tried to promote the FIDA work’s by making a team of jurist in the form of mobile clinic which consulted women of Cameroon. Women used audio and visual media

through National Association of Professional Media Women (NAPW). They broadcast programmes on different issues such as family planning, marriage, property and political rights, bride price and inheritance to empower women.

Impact of social networking on women empowerment

The term socialization can be explained it is the process in which people share problems, get knowledge and contribute in many social activities. It has been observed that one of the most important factor which is affected on women empowerment in under develop countries insufficient means of socialization. Socialization helps to form personality of a women Ababa (2008). Mahajan (2012) explained that social domain of women consists of class, race, culture, gender, religious and social practices. Women do not actively participate in social economical scenario .Social participation in society makes women more active through networking, technology, exchange of ideas with institutions and organizations. Social factors i.e. economical, political, values, beliefs empower women. Social networking and safety issues are the most important elements to empower women and girls in education, employment and daily routine life. There are many benefits of social networking such as women and girls can avail employment opportunities by social interactions. Most of the female don't know about their legal rights can be aware from social networking. Women can be safe at public places by social inclusions. Women can be secure from gender based violence i.e. rape. Women and girls can be educated about sexual maturation that how she should be treated with the relations in her family. Social inclusion also provides safety for travelling and family resistance against living outside from home. A female is also supported by her peers and classmates to get higher education. It may increase the literacy rate and decrease the school dropout rates. Women and girls confidently take part in sports activities which is beneficial for their mental and physical health (Sports and gender, Ref)

Impact of health concern trainings on women empowerment

Fonjong (2001) states that healthy peoples are the strongest manpower. Women insubstantial health like maternity, childcare may causes several problems in working life. CARE Cameroon initiate many women health projects regarding population. The Reorientation Primary Healthcare (RPHC) took steps towards maternal and child health care services by

providing proper health delivery services. Seven hospitals and 46 health centers were established and women were also trained for providing health facilities .CARE in Cameroon also focused on reproductive health issues i.e. HIV /AIDS (Chowdhury 2006) ¾ th of women and girls infected with HIV/AIDS lives in Sub Saharan Africa. Women are 1.3 times are more affected than man .It is very bad situation among the age group of 15-24 years old girls. Fonjong (2001) states teachers, field workers and peer educators have been trained to teach about diseases and family health planning. Community discussion has been created among same age groups of male and female for health prevention measurements. Many dramas and role played by young actors and audiences for creating awareness among youth about HIV/AIDS and STD. Several water projects have been conducted Dams, wells and rainwater catchment constructed and improved for safety health parameters.

Women Empowerment through business trainings

ICT based business training

Maier (2007) explores that women can empower through ICT based business trainings like E Commerce and E-retailing of computer applications i.e. emailing, word processing and design applications .These kinds of computer applications enhance business skills of women and supports to empower them.

Entrepreneurial training

Nawaz (2005) states that entrepreneurial training increases business processing, manufacturing, livestock's and fisheries activities. These kinds of trainings specially help to increase livestock's in urban areas. Insufficient education and training causes lack of entrepreneurial training. Rural women does not have such types of training opportunities due to culture issues.

Methodology

Data was collected to achieve the result for the purpose, scope and hypothesis of this study. For the collection of data, there are two types of references and source, primary and secondary. The research is descriptive and quantitative in nature and mostly based on primary data and secondary data to attain the result for the purpose, scope and hypothesis of this study. The type of investigation was correlated and this research was conducted in non-contrived study setting where field experiment was utilized.

Primary Source

The method for conducting the inquiries, in order to collect primary data of Measuring the Impact of Training for the Development of Women

Empowerment in Pakistan can be of three types: i. case Study Method ii. Statistical Method iii. Simple Survey Method. Main data collection instrument was close ended questionnaire which used Likert scale to collect the primary data. This research based on the training programs that conduct by NGOs for women empowerment. This research is based on the poor women lived in underserved areas.

Secondary Source

The secondary data was collected through different sources like Libraries, journals, Newspapers, Magazines, Thesis, Census Reports, Press Releases, Seminar, conferences, NGOs reports, and electronic

resources. All these resources were sorted out and extracted the related information which was necessary to support this study.

a. Predictors: (Constant), Health Awareness, knowshar, BD, Vocational and technical, Social networking, Human Rights and welfare

b. Dependent Variable: Womenemp

Predictors:

Results and findings

Multiple regression analysis

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	38.208	6	6.368	36.222	.000 ^a
Residual	21.272	121	.176		
Total	59.480	127			

Model	Variables Entered	Variables Removed	Method
1	Health Awareness, knowshar, BD, Vocational and technical, Social networking, Human Rights And welfare		Enter

H1: Voc Traing		H2: Buss Devel	
Data		Data	
Null Hypothesis m=	3	Null Hypothesis m=	3
Level of Significance	0.05	Level of Significance	0.05
Population Standard Deviation	0.73173	Population Standard Deviation	0.73071
Sample Size	128	Sample Size	128
Sample Mean	4.2656	Sample Mean	4.0664

Intermediate Calculations		Intermediate Calculations	
Standard Error of the Mean	0.064676406	Standard Error of the Mean	0.06458625
Z Test Statistic	19.568187	Z Test Statistic	16.51125446

Two-Tailed Test		Two-Tailed Test	
Lower Critical Value	-1.959963985	Lower Critical Value	-1.959963985
Upper Critical Value	1.959963985	Upper Critical Value	1.959963985
p-Value	0	p-Value	0
Reject the null hypothesis		Reject the null hypothesis	

H3: KnowlShare		H4: SocialNet	
Data		Data	
Null Hypothesis	m= 3	Null Hypothesis	m= 3
Level of Significance	0.05	Level of Significance	0.05
Population Standard Deviation	0.87391	Population Standard Deviation	1.07917
Sample Size	128	Sample Size	128
Sample Mean	3.9922	Sample Mean	3.8477

Intermediate Calculations		Intermediate Calculations	
Standard Error of the Mean	0.077243461	Standard Error of the Mean	0.095386053
Z Test Statistic	12.84510027	Z Test Statistic	8.887043464

Two-Tailed Test		Two-Tailed Test	
Lower Critical Value	-1.959963985	Lower Critical Value	-1.959963985
Upper Critical Value	1.959963985	Upper Critical Value	1.959963985
p-Value	0	p-Value	0
Reject the null hypothesis		Reject the null hypothesis	

H5: Human Right Welfare		H6: Health Awareness	
Data		Data	
Null Hypothesis	m= 3	Null Hypothesis	m= 3
Level of Significance	0.05	Level of Significance	0.05
Population Standard Deviation	0.84724	Population Standard Deviation	0.72301
Sample Size	128	Sample Size	128
Sample Mean	4.4635	Sample Mean	4.3125

Intermediate Calculations		Intermediate Calculations	
Standard Error of the Mean	0.074886144	Standard Error of the Mean	0.063905659
Z Test Statistic	19.54300126	Z Test Statistic	20.53808717

Two-Tailed Test		Two-Tailed Test	
Lower Critical Value	-1.959963985	Lower Critical Value	-1.959963985
Upper Critical Value	1.959963985	Upper Critical Value	1.959963985
p-Value	0	p-Value	0
Reject the null hypothesis		Reject the null hypothesis	

The statistical analysis of hypothesis number one shown that significant value is 0.000 that is lesser than p-value of 0.05. This result rejects the null hypothesis and we come to the conclusion that there is a positive relationship between vocational and technical training and women empowerment. The statistical analysis of hypothesis number one showed that significant value is 0.000 that is lesser than p-value of 0.05. This result rejects the null hypothesis

and we come to the conclusion that there is a positive relationship between business development and women empowerment. The statistical analysis of hypothesis number one shown that significant value is 0.000 that is lesser than p-value of 0.05. This result rejects the null hypothesis and we come to the conclusion that there is a positive relationship between knowledge sharing and women empowerment. The statistical analysis of hypothesis

number one shown that significant value is 0.000 that is lesser than p-value of 0.05. This result rejects the null hypothesis and we come to the conclusion that there is a positive relationship between social networking and women empowerment. The statistical analysis of hypothesis number one shown that significant value is 0.000 that is lesser than p-value of 0.05. This result rejects the null hypothesis and we come to the conclusion that there is a positive relationship between human rights and welfare and women empowerment. The statistical analysis of hypothesis number one shown that significant value is 0.000 that is lesser than p-value of 0.05. This result rejects the null hypothesis and we come to the conclusion that there is a positive relationship between health awareness and women empowerment.

Discussion

It is concluded that women are not given importance in the Pakistani society as compare to men and all over world. In advance countries its situation and importance has improved and is expected to improve rapidly, but in Pakistan there is no more awareness at present. But at some extent with the struggle of NGOs involvement it is improving. In this study factors are found by improving these different types of trainings can empower women and play part more than previous condition and status of women can be concluded as under:

- The first hypothesis was to investigate the relationship between vocational and technical training and women empowerment. After data analysis we come to the conclusion that there is a strong relationship between these two variables. We are also assured by our respondents that they believe women can be empowered, confident and self-esteemed and skilled. This is a reason that describes working women can be an important instrument of our industry, business and society.
- The second hypothesis was to investigate the relationship between business development training and women empowerment. After data analysis we come to the conclusion that there is a strong relationship between these two variables. We have a believe that by providing training to women like business development training organization can empower them. These kinds of trainings enhance business skills of women and support to empower them. This is a reason, we can say that training and development programs are a source to empower employees generally and women specifically.

- The third hypothesis was to investigate the relationship between knowledge sharing and women empowerment. After data analysis we come to the conclusion that there is a positive relationship between these two variables. We are also assured by our respondents that knowledge sharing is a core stone which initiate any nation towards rapid development around the world.
- The fourth hypothesis was to investigate the relationship between social networking and women empowerment. After data analysis we come to the conclusion that there is a strong relationship between these two variables. We got authentic response from our respondents by knowing the techniques that how the women can build their social relations in organizations and the industry for better profession. When women enhance their social circles she may able to know the exact situation her visualization increases and she may able to solve their domestic issues, industrial and organizational issues.
- The fifth hypothesis was to investigate the relationship between human rights welfare and women empowerment. After data analysis we come to the conclusion that there is strong relationship between these two variables. We are assured by our respondents that they believe that women can be empowered by knowing their rights in the society. A domestic or house wives or working women both can be empowered by knowing their rights and with having their rights they can serve the organizations and society much better than a woman who does not have such rights. It increase the confidence, productivity, effectiveness and efficiency on work.
- The sixth hypothesis was to investigate the relationship between health awareness and women empowerment. After data analysis we come to the conclusion that there is strong relationship between these two variables. We are able to assured by our respondents that they believe by getting health education i.e. psychological, physical and emotional health women may able to keep safe their families and children. It's better to say that by getting health education women can be empower.

Recommendation and Implementations

Recommendations are very important part of the research on particular topic of interest. In the light of analysis and observation the recommendations have been preceded by researchers which are detailed as below:

It is highly recommended that further research on this topic must be conducted on the vast scale of country including other cities of Pakistan having different

universe to discover new ideas. The researcher is tried her best to make better research on under discussion topic for the empowerment of women to conduct the further research in future. First of all, the media has great impact to highlight the problem and issues regarding women empowerment in Pakistani society. There are many Pakistani organizations including NGOs suffering from providing sufficient vocational training to the employees generally and women specifically. This is recommended that NGO should develop their training and development programs well equipped with vocational trainings because vocational trainings increase the productivity and professionalism that can empower women. Along with the on job training different off the job vocational trainings can be arranged.

In the light of our second hypothesis we can recommend that organizations should focus on enhancement of women business development and entrepreneurial skills. These qualities develop leadership among women workers and activists. This is recommended to enhance the system of knowledge sharing among women workers through up to date library, providing audio visual and print material and enhanced IT facilities. Guest speaker sessions, workshops and seminars could also be good resources for knowledge sharing.

Another important to work on increasing academic qualification. The organization should develop and facilitate women worker enhancing their academic qualifications. For this purpose organization should set the financial rewards and incentives on upgrading qualification. This is also recommended that organizations facilitate their workers in timings for getting educations because many organizations seemingly want to utilize each and every minute of employees in terms of working and they do not facilitate employees for giving time for learning. Thus the recommendations though only a few in number may go a long way in improving the effectiveness of the "Measuring the impact of training for the development of women empowerment in Pakistan". It is important for the responsible organizations to review their policies by conducting review meetings at senior level officials just to restructure the identified factor which are influencing this problem

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