

Review Article

An Assessment of Gender Inequality: A Case Study of Pakistan

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Abstract

Background: The gender assessment highlights the prevailing gap in multiple dimensions that exist between males and females, and challenges which Pakistan faces related to gender issues. Achieving this objective requires in-depth understanding of economic and non-economic factors because the existing data only provide gender differences in selected dimensions such as, education, health, political and labour force participation. Moreover, gender gap is observable due to lack of access to resources and opportunities, constrains on female's mobility, lack of education and information.

Methodology: The study presents a detailed gender assessment to explore gender gap in political participation, health, education and economic activity in Pakistan. The analysis is based on the secondary data drawn from reports published by several governmental, international development agencies, and local non-governmental organizations. The gender disparity between male and female's living create biasness which leads to social, cultural and economic inequality. Therefore, this assessment enlightens gender roles, relations and control over resources between both genders in order to realize full potential and constrains of economic and human development.

Results: Findings from gender assessment can be used to formulate various strategies and policies for addressing gender issues.

Conclusion: Public policies related to government spending on health and education should be targeted on the basis of gender while identify the regions where higher gender disparity exists. Especially government spending on education and health will play significant role in betterment of females in rural areas.

Keywords

Gender Assessment, Population, Education, Labour Force Participation.

Introduction

The world where we are living is considered by unequal sharing of rights, opportunities and burdens between male and female. Among all regions, Pakistan stands with higher degree of gender inequality as it is evident in every sphere of life. According to Gender Inequality Index 2017, Pakistan is ranked 133 out of 160 countries with GII value of 0.541 which shows extremely worst condition of gender inequality in Pakistan¹.

The gender disparities exist at household, markets and institutional level however, it initiates from household level for instance, and the major share of household expenditures on health and education are spent on boys rather than girls. With low school enrolment rate and literacy rate females have less employment opportunities particularly in formal sectors in Pakistan². Moreover, low spending on female's health shows higher mortality rates and low life expectancy rate in females². All these gender disparities are influenced by traditions, customs, and cultural norms of the society. With inadequate education and skills, poor health conditions and lack of access to resources actually depress the quality of female's life which also impedes economic growth².

The gender assessment not only highlights the prevailing gap in multiple dimensions that exists between males and females but also describes the challenges which Pakistan is facing in tackling gender issues. Achieving this objective requires in-depth understanding of economic and non-economic factors because the existing data only describes gender difference in selected dimensions such as education, health, political and labour force participation. These gender gaps are observable to females due to lack of access to resources and opportunities, constrains on female's mobility and lack of education and information³. It is very difficult for females to obtain these resources which are highly restricted due to social and cultural constrains which requires determined efforts and initiatives to eliminate these restrictions⁴. In

any society, promoting gender equality requires a cultural shift that can happen in the long run when people's mind-set will change through education and knowledge. Whenever, the perception of the society will start to change regarding females, the traditional social practices that restrict females will be modified with modern thinking of the people⁴. Although, females are not playing significant role in the formulation of macroeconomic and social policies however, they are tolerating the impact of Gender-Blind policies⁴. The male-dominated society and governmental structure are the main reason of creating gender inequality⁴.

Even, female's exclusion from decision making process at local, provisional, and national level also restrict to them to raise their voice or deliver their perceptive on governance. Although, number of females in political participation is higher in Pakistan as compared to other South Asian countries⁴. The social and cultural aspect of Pakistani society is completely male-controlled and male-dominated where role of males and females has already been defined⁴. It is considered that females belong to home with their physical and ideological space, whereas, males dominate outside the home. Pakistani females are very submissive because societal and cultural structure gives them limited role in decision making. Furthermore, the preference for having sons actually allocates resources of household in the favor of males as compared to females. For instance, biasness in food distribution between son and daughter leads to health deficiencies among females⁴. Male members have better opportunities and privileges of education to compete for resources while females are restricted to domestic skills. The economic dependence and restricted mobility of females also determine different level of access towards health service, education and decision making at household level. Even in cultural context, female's earning is considered a matter of male's ego therefore, females are involved in multiple home-based economic activity which leads to underpaid employments in informal sectors.

Table 1: Review of Gender Indicators

Indicators		Year	Average
Female to male enrolments ratio	<i>Primary</i>	1990-2010	67.3
		2010-2017	86
	<i>Secondary</i>	1990-2010	69.8
		2010-2017	73.2
Life expectancy of female		2003	65
		2017	70.1
Female in Non-Agri (% of total)		2000-2010	8.2
		2011-2017	14.5
Female in Agri (% of total)		2000-2010	21.1
		2011-2017	73.2
Female in Parliament (%)		1990	10
		2004	21.3
		2017	20.6

Source: World Bank indicators and Global Economy

Gender equality will also empower females in order to realize their basic rights and their importance in economic and social development. Participation of females in decisions making will bring better changes not only in their lives but also in overall societies. Females can play an effective role in socio-economic development by providing them access for participation in economic activity, which can contribute to betterment of their families. Table 1 shows average primary and secondary enrolment ratio has increased in last 17 years which shows some minor improvement. In Pakistan, females are not encouraged by their families especially in rural areas for higher education. Therefore, their enrolment ratio declines due to dropout from schools at higher level of education. Female life expectancy at birth also increased, from 65 to 67 years. Share of female in non-agricultural sector is average 14.5 %, whereas, in agricultural sector share of female employment is 73.2 % relatively which is very high. Whereas, as per reports, there were 20% of females in the parliament till 2017.

This study has been undertaken with the aim to highlight the gender scenario in Pakistan. The overall objective is to analyze the prevailing gender gap which has visible impacts on female and male's socio-economic development in Pakistan. The thematic focus of the study is on following areas: Population trends, Political Participation, Education, Health and Labour Participation.

Now, gender studies are being considered a very significant area in social sciences research. The feminism perspective has been extremely influential in order to explain the differences in the nature, status and role of gender throughout the world⁵⁻⁸. Gender inequality is a globally encountered social issues which has been peevd and interpreted differently according to social and cultural norms⁹. Gender inequality has also been evident throughout the world even in advanced industrial nations female participation is lower whereas; unemployment rate is high as compared to male¹⁰.

Gender Composition of Population

Highlighting the population trends play significant role in social and economic development of the country. It has played influential role in making different policies regarding allocation of resources. The size of population and its structure in term of gender or area both effects government's ability for providing social protections, health care, education, foods, energy, and job opportunities etc.

Composition of both genders in population is also necessary to highlight the portion of females which will help to understand that females will be affected if different aspects of gender is not considered

while making government policies. Table 2 shows that population trends are continually increasing as Pakistan is also considered as sixth largest country in terms of population. From 1947 to 2017, more than 45% of population consists of females. Population trend indicates that females need equal opportunities and facilities in every sphere of life as male need.

Table 2: Female-Male Population

Year	Female	Male	Both Sexes	Proportion of females
1947	15,100	17,400	32,500	46.5
1951	15,593	18,147	33,740	46.2
1961	19,920	22,960	42,880	46.5
1972	30,476	34,833	65,309	46.7
1981	40,021	44,233	84,254	47.5
1998	63,478	68,874	132,352	48
2005	75,614	81,080	156,695	48.3
2006	77,344	82,859	160,203	48.3
2007	79,083	84,644	163,728	48.3
2008	80,834	86,437	167,271	48.3
2009	82,596	88,238	170,834	48.3
2010	83,753	89,755	173,509	48.3
2011	85,509	91,586	177,095	48.3
2012	87,279	93,431	180,711	48.3
2013	89,061	95,288	184,349	48.3
2014	95,064	89,980	185,556	48.3
2015	-----	-----	-----	48.6
2016	-----	-----	-----	48.6
2017	106,449	101,314	207,774	48.7

Source: Pakistan Bureau of Statistics

The table 3 demonstrates the gender composition in terms of number of females per hundred males and gender ratio in urban and rural areas from the period of 1951 to 2017. Both trends nevertheless, show skewness which favors males and it seems to get down the time lane. In urban area, the female per hundred male starts with high gradient. However, it tends to converge gradually towards rural areas as time passes, people's movement from urban areas is more for the searching of better life and not only for job markets.

Table 3: Gender Composition and Gender Ratio by Area

Year	Female per Hundred Male		Gender Ratio (No of Males per 100 Females)	
	Urban	Rural	Urban	Rural
1951	78.6	87.2	115	116
1961	79.6	88.9	112	115
1972	83.6	88.8	113	114
1981	86.7	92	109	110
1998	89.2	93.7	107	108
2005	92.9	93.5	107	107
2006	93	93.5	107	107
2007	93.1	93.6	107	107
2008	93.2	93.7	107	107

2009	93.3	93.8	107	107
2010	93.3	93.3	107	107
2011	93.4	93.4	107	107
2012	93.4	93.4	107	107
2013	93.5	93.5	107	107
2014	93.6	93.5	---	---
2015	94.4	94.2	112.2	106.8
2016	94.4	94.2	112.1	106.8
2017	94.4	94.2	112	106.8

Source: Pakistan Bureau of Statistics

Table 4 presents the growth rate of population per annum. Growth rate has increased rapidly after independences and it was highest with 3.6% in 1972. However, population growth rate is continuously declining and it was 1.86% in 2017. The growth rate of female population has risen higher than male due to socio-economic conditions for females. Female infants have their natural power for surviving with the passage of time. The population growth rate although declined at 1.86% per annum in 2017, however, female population growth is still higher than male which is 2.04 for female and 1.99 for male. According to Compendium on Gender Statistics 2014, if the trend of population growth rate persistent increases with same rate then female's population will be doubled in coming years. Urbanization is most important factor which allows to see the transition of people from rural to urban areas for availing the better opportunities of life and jobs.

Table 4: Average Growth Rate Per annum (%)

Year	Female	Male	Both Sexes
1951	1.81	1.72	1.8
1961	2.49	2.39	2.43
1972	3.73	3.65	3.69
1981	3.28	2.87	3.06
1998	2.75	2.64	2.69
2005	2.32	2.26	2.29
2006	2.29	2.19	2.24
2007	2.25	2.15	2.2
2008	2.21	2.12	2.16
2009	2.18	2.08	2.13
2010	2.13	2.07	2.1
2011	2.1	2.04	2.07
2012	2.07	2.01	2.04
2013	2.04	1.99	2.01
2014	-----	-----	1.96
2015	-----	----	1.89
2016	----	-----	1.89
2017			1.86

Source: Pakistan Bureau of Statistic

The phenomenon of urbanization is increasing rapidly in Pakistan due to population growth, and migration. Table 5 highlights urban population as percent of the total population from the period of 1951 to 2017. In 1951, urban population was 17.8 % in which 7.8% were females and 10% was males. However, with the passage of time urbanization has been increased. The yearly estimates for the

post-1998 Census period also indicate gradual and steady process of urbanization that shows the shifting of people from rural to urban areas. The percentage of urbanization in terms of gender is reflecting a corresponding pattern. Since, structural composition of economy has not shown significant changes during this time however; the urbanization trend seems to be encouraged by rising urban bias in the distribution on socio-economic facilities.

Table 5: Urban Population as Percent of the Total Population

Year	Total Population	Percent of Population (Urban)		
	All Area (in Millions)	Female	Male	Both Sexes
1951	33.8	7.8	10	17.8
1961	42.8	9.9	12.6	22.5
1972	65.3	11.6	13.8	25.4
1981	84.3	13	15.2	28.2
1998	132.4	15.3	17.2	32.5
2005	156.7	17.7	19.1	36.6
2006	160.2	18	19.3	37.3
2007	163.7	18.3	19.6	37.9
2008	167.3	18.4	19.9	38.4
2009	170.8	18.8	20.2	39
2010	173.5	17.6	19.1	36.3
2011	177.1	17.8	19.1	36.9
2012	180.7	18.1	19.3	37.4
2013	184.3	18.2	19.6	37.9
2014	188.02	18.3	19.7	38.9
2015	191.75	18	19	39.2
2016	192.1	18	19	39.3
2017	207,774	18	19	39.5

Source: Pakistan Bureau of Statistics

Gender Assessment in Political Participation

The Local Governor Ordinance, 2001 allows 33 percent reserve seats for females in all local councils which provide more opportunities for female to take participation in political process of the country. In the election of 2001, 36187 females were selected for reserved seats and most of them had no previous experiences in governmental decision making. They had little knowledge regarding their basic right, roles and responsibilities. However, it is crucial to involve females in politics which empower them. There are total 342 members are in National Assembly in which 60 seats are reserved for females and 10 for Non-Muslim as per Article 51. Furthermore, the seats are allocated to each province, the Federal Administered Tribal Areas (FATA) and the Federal Capital according to the population.

Pakistan is ranked at 100th in the list of Inter Parliamentary Union (IPU) and it stands ahead from countries like India¹¹. According to the Constitution of 1973, the Parliament of Pakistan is bicameral and Article 50 shows that Parliament of Pakistan comprises of the President and two Houses known as the National Assembly and Senate¹². The Government of Pakistan has made amendments in the Constitution and Proclamation of Local Government Ordinance, 2000, therefore, at least 33 percent of female seats have been reserved for females in local government. In National Assembly, at least 17 percent seats are held by females out of 332, and 128 seats are held by female in provincial assembly and the Senate. According to latest statistics, table 6 shows the distribution and allocation of seats in National Assembly where 60 seats have been allocated to females, which represent 17 %

of total seats. Being the largest populated province, Punjab has 35 seats of females out of 148 which show higher participation of females from Punjab.

Table 6: Female Participation in National Assembly of Pakistan (2019)

Characteristics	Punjab	Sindh	KPK	Balochistan	Federal Capital	Total
General	141	61	45	16	3	266
Women representation	32	14	10	4	0	60
Total	176	75	55	20	3	276
Percentage (Women)	18.1	18.6	18.1	20.0	0	22.5

Source: National Assembly of Pakistan (2017)

According to most recent available statistics on the website of National Assembly; table 7 shows status of allocated seats in the National Assembly in Pakistan in 2019. The allocation can be changed from original allocation if seats are untaken or oath is not taken. 22.5% females are the member of National Assembly however; Punjab has more female's share as compared to other provinces.

Table 7: Number of Elected Members to the National Assembly by Gender during 1990 -2013

Election Years	Number of Elected Members of National Assembly					
	Total	Female		Male		
		n	(%)	n	(%)	
1990	217	2	0.9	215	99.1	
1993	217	4	1.8	213	98.2	
1997	217	6	2.8	211	97.2	
2002	342	73	21	269	79	
2008	342	76	22.2	263	76.9	
2013	342	68	19.88	274	80.12	
2018	272	60	22.5	212	76.8	

Source: National Assembly Secretariat, Islamabad

Among all Muslim and Non-Muslim seats, females have been negligible in National Assembly. In 1990, there were only 2 females (0.9%) as compared to 215 males in National Assembly. However, the number improved gradually in 1993 and 1997. Special seats for females were abolished in 1990 and 2007 during general elections which were allocated in 1988. In 2002, a substantial increase was reordered in number of female seats up to 22 in National Assembly and Senate both.

Table 8: Female Participation in Senate of Pakistan

Provinces/Territories	Punjab	Sindh	KPK	Balochistan	FATA	Federal Capital	Total
General	14	14	14	14	8	2	66
Technocrats /Ulema	4	4	4	4	-	1	17
Non-Muslims	1	1	1	1	-	-	4
All	23	23	23	23	8	4	104
Women n(%)	4(17.39)	4(17.39)	4(17.39)	4(17.39)	-	1(25)	17(16.34)

Source: Senate of Pakistan (2017)

According to most recent available statistics on the website of Senate of Pakistan; in 2018, there were 16.346 % of female's representation in Senate, however, four seats for Non-Muslim members which has also been increased through the Constitution of Eighteenth Amendment Act, 2010¹³.

Table 9: Number of Elected Senators to the Senate by Gender during 1990-2016

Election year	Total Number of Elected Senators	Number of Elected Senators			
		Women		Men	
		Number	Percent	Number	Percent
1990	87	1	1.1	86	98.9
1993	87	1	1.1	86	98.9
1997	87	2	2.3	85	97.7
1998	87	2	2.3	85	97.7
1999*	87	2	2.3	85	97.7
2003	100	18	18.0	82	82.0
2006	100	18	18.0	82	82.0
2009	100	17	17	83	83
2012	104	17	16.0	87	84
2013	104	17	16.0	87	84
2014	104	17	16.0	87	84
2015	104	17	16.0	87	84
2016	104	17	16.0	87	84
2017	104	17	16.0	87	84
2018	104	20	19	84	80

Note: Senate was dissolved on 12th October, 1999 in accordance with the percolation of emergency dated 14th October, 1999 read with Chief Executive's Order 2 of 2001, dated 20th June, 2001

Source: Senate Secretariat, Parliament House, Islamabad

It has been considered very rare to be a female senator therefore, only one female was the part of Senate in 1990. However, the numbers of female members increased to 17 in 1993. Female seats in representative institution have also been increased. There were 20 females out of 104 members in Senate in 2018. Female participation in politics as voters, candidates and political activist are increasing and female's representation has significantly improved in Pakistan as compared to other countries including largest democracies. This representation of females in decision making at national level help them to address and highlight the gender gap and give realize to take policy measures and its positive impact in favor of females in every sector of life.

Gender Assessment in Education

Equal education is one of the basic rights for both male and female. No one can be discriminated on the basis of social background, religion or gender. According to Article 25A, Government of Pakistan is responsible for providing free and compulsory education to everyone irrespective of gender. Inequality in education is the major reason of many other problems in society. Poor families have no financial resources to get better education for their children especially for girls; whereas, gender discriminations in access to education are as over high in rural areas as compared to urban. There are many reasons behind low level of girl's enrolment in school such as non-availabilities of local female teachers, lack of basic facilities in schools like water, electricity and boundary wall and political interference in villages. Low government spending on education is also main hurdle for educational development. Regional disparity also matters such as the conditions of schools in

Baluchistan are not developed as compared to Punjab which prevents females to stay away from education¹⁴. The poor condition of government schools due to insufficient facilities, unavailability of teachers and low-quality education are the main obstacles which discourage female's enrolment in school in both, rural and urban areas. Moreover; the education system is divided on the basis of class, income, wealth, cost, syllabus which are creating major social difference in the society.

Table 10: Education Inequality by Gender

Year	Youth Literacy Rate (15-24)		Primary Completion (%)		Secondary Completion (%)		Primary to secondary General education transition rate		Out of children of Primary school	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
2017	81	65	78	64	55	46	88	78	2119247	3204934
2016	81	66.9	77	65	55	46	87	77	1861199	3040280
2015	80.2	66.79	77.82	65.34	54.99	45.67	87	77	220955	3309514
2014	79.6	64.9	79.9	66.93	52.7	42.5	82	80	231176	3300032
2013	79.4	63.4	79	67	49.63	40.04	79	75	2402152	3142637
2012	80	64	77	66	49.52	36.81	80	80	2319405	3051023
2011	78	63	73	60	46.78	36.92	75	75	2328472	3151071
2010	80	62	73	60	46.49	36.81	77	77	2106197	3047137
2009	79	61	68	55	46.83	36.32	76	74	2415168	3313598
2008	79	61	67	54	45.4	36.83	76	73	2660644	3621637
2007	-	-	67	54	42.56	35.8	76	78	2798690	3821769
2006	79	58	68	52	40.21	31.34	79	77	3264260	4935948
2005	77	53	71	51	39.23	28.48	71	74	2833036	4331012
2004	-	-	-	-	38.93	27.53	70	72	2888863	4622881
2003	-	-	-	-	-	-	-	-	3404193	5045717

Source: World Bank Indicators.

Table 10 shows gender inequality in education in Pakistan from 2003 to 2017. Although, youth literacy rate (15-24) has increased with passage of time, however, male literacy rate is 81% as compared to females which is 66%. The similar pattern can also be seen in Primary and Secondary completion ratio between male and female. Both ratios have been increased from last few years, however, there is a dire need to work on Secondary Completion Rate for both gender. Gender gap shows that 55% of males have completed secondary level of education whereas, less than 50% of females have reached secondary level of education in 2017. As far as Primary to Secondary Transition Rate, males have higher transition rate from Primary to Secondary education as compared to females. At least 88 % males and 78% females have transited from primary to Secondary general education in 2016. However, male transition has increased from 2004 to 2017 whereas females showed only 5% transition rate from 2004 to 2017 which is very low. Although, the number of children out of primary school age have declined for both females and males during 2004 to 2017. In 2003, at least 50 million females and 34 million males were out of school however, the numbers started to decline. In 2017, 32 million females and 21 million males were out of schools however, the gender gap between children out of school is higher than males during this period which requires more attention in order to slow down this rate and reduce this gap. The report of Global Campaign for Education (2014) highlights that more than 5.1 million primary school children do not go to schools in which 63% are girls which is third highest number of out-of-school children in the globe.

Moreover, due to gender inequality in education Pakistan is ranked 147 out of 189 countries on its Gender Inequality Index¹⁵.

In table 11, Gender Parity Index (GPI) shows gender gap in education. The GPI value was 0.77 in 2003 however, the ratio has increased up to 0.81 in 2016. However, it is still less than one which shows disparity in favor of male. According to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Convention on the Rights of the Child (CRC), 77 million children are not able to get their basic right of education and 56 percent of these children's are girls. These all facts highlight that females are facing more discrimination in education in Pakistan. There are many hurdles that depress educational progress for females such as poverty, cultural norms, restriction in free mobility, shortage of schools, inadequate number of female teachers and limited spending on education by governments.

Table 11: Gender Parity Index of Pakistan (GPI)

Years	Gross Enrolment		
	Gross Enrolment ratio (GPI)	Gross Enrolment	
		Pri & Sec	Primary
2017	0.84	0.86	0.811
2016	0.83	0.85	0.81
2015	0.83	0.854	0.79
2014	0.82	0.851	0.79
2013	0.81	0.86	0.73
2012	0.82	0.86	0.73
2011	0.83	0.852	0.75
2010	0.84	0.85	0.77
2009	0.83	0.85	0.79
2008	0.81	0.84	0.75
2007	0.8	0.83	0.75
2006	0.78	0.79	0.77
2005	0.77	0.76	-----
2004	-----	0.73	-----
2003	-----	0.72	-----
<i>If <1 then disparity in favor of male</i>			
<i>If >1 then disparity in favor of female</i>			

Table 12 shows some other aspects of gender inequality in education in terms of numbers of number of schools, enrolment, teaching staff and student-teacher ratios from the period of 1999-00 to 2015-16. There were total 162 thousand primary, 18.4 thousand middle and 12.6 thousand high schools in which 58 thousand were primary, 8.1 thousand middle and 4.6 thousand high schools for females in 1999-00. Meanwhile, during 2015-16, total numbers of primary schools have declined while, total numbers of middle and high schools increased up to 158.7, 43.2, and 32.6 thousand respectively whereas, numbers of female schools increased in all categories with 60.1, 21.3 and 13.8 thousand in primary, middle and high schools respectively.

Total enrolment and female's enrolment have also increased in all categories from last fifteen years however; huge gender gap has also been recorded. For instance, the total enrolment was 19148, 4112, and 1726 thousand in educational level in which 7044 thousand in primary, 1615 thousand in middle and 52.2 thousand in high were females in 1990-00. With the passage of time, school's enrolment has

increased by both genders however the gender gap still prevail which shows that almost half number of girls are out of schools as compared to boys in 2016-17. The total enrolments were 22330 thousand in primary, 7087 thousand in middle and 3,865 thousand in high schools in which 9,893 thousand of females in primary schools, 3,108 thousand of females in middle schools and 1691 thousand of females in high schools are enrolled in 2016-17.

Table 12: Gender Gap in Education

	1999- 00	2002- 03	2004- 05	2008- 09	2013- 14	2015- 16	2016- 17
Number of Primary Schools (Thousand)							
Total	162.5	150.8	157.96	157.4	158.9	158.7	167
Female	58.7	43.9	58.76	64.4	59.7	60.1	67.1
Enrolment in Primary Schools (Thousand)							
Total	19148	18220	18190	18468	19441	19,935	22,330
Female	7044	7519	7642	8144	8567	8,780	9,893
Teachers in Primary Schools (Thousand)							
Total	366.4	433.5	450.1	465.3	420.1	413.7	453.2
Female	127.2	191.7	206.5	216.2	209.2	223.2	232.4
Student Teacher Ratio (Student per Teacher)	52.3	42	40.413	39.691	46.277	48.187	49.27
Teachers per School (Total)	2.3	2.8	2.8495	2.9562	2.6438	2.6068	2.7
Teachers per School (Female)	2.2	4.4	3.5143	3.3571	3.5042	3.4809	3.942
Student per School	117.8	120.8	115.16	117.33	122.35	125.61	133.71
Percentage of Female Teachers	34.7	44.2	45.879	46.465	49.798	50.568	51.2
Number of Middle Schools (Thousand)							
Total	18.4	28	30.42	40.9	42.8	43.2	46.7
Female	8.1	6.5	14.76	20.4	21.1	21.3	29.1
Enrolment in Middle Schools (Thousand)							
Total	4112	3918	4612	5414	6461	6,773	7,087
Female	1615	1551	1885	2298	2798	2,943	3,108
Teachers in Middle Schools (Thousand)							
Total	91.5	238.3	310.8	321	364.8	375.7	404.8
Female	44.3	145.8	201.6	209	279.8	252.2	280.2
Student Teacher Ratio (Student per Teacher)	44.9	16.6	14.839	16.866	17.711	18.028	17.5
Teachers per School (Total)	5	8.4	10.217	7.8484	8.5234	8.6968	8.66
Teachers per School (Female)	5.5	22.4	13.659	10.245	13.261	11.84	9.65
Student per School	223.5	139.9	151.61	132.37	150.96	156.78	156.06
Percentage of Female Teachers	48.4	61.7	64.865	65.109	76.7	67.128	0.69
Number of High Schools (Thousand)							
Total	12.6	15.6	16.59	24.3	30.4	32.6	32.1
Female	4.6	2.8	5.33	9.2	12.5	13.8	16.9
Enrolment in High Schools (Thousand)							
Total	1726	1589	1936	2556	3109	3,298	3,865
Female	653	658	780	1071	1303	1,382	1691

Teachers in High Schools (Thousand)							
Total	155.7	278	417.1	439	500.5	518	539.8
Female	52.2	132	209.9	226	296.3	321.8	325.8
Student Teacher Ratio (Student per Teacher)	11.1	5.7	4.6416	5.8223	6.2118	6.3668	7.16
Teachers per School (Total)	12.4	17.8	25.142	18.066	16.464	15.89	16.81
Teachers per School (Female)	11.3	47.1	39.381	24.565	23.704	23.319	20.31
Student per School	137	101.9	116.7	105.19	102.27	101.17	120.4
Percentage of Female Teachers	33.5	47.5	50.324	51.481	59.201	62.124	60.29

Source: Various Issues of Economic Survey

In terms of teaching staff, the data revealed that total 336.4 thousand teachers in primary, 91.5 thousand teachers in middle and 155.7 thousand teachers in high schools were playing significant role in the provision of education in which 127.2 thousand females were teachers in primary, 44.3 thousand females teachers in middle and 52.2 females teachers in high schools in 1990-00 respectively. The data highlights that the number of female teachers has increased during 2016-17, however, it is insufficient which requires to employ more females as teachers in all level of schooling. According to statistics in table 12, total 453.2 thousand teachers in primary, 404.8 thousand teachers in middle and 539.8 thousand teachers in high school were employed during 2016-17. Whereas, 232.4 thousand females were working as primary school teachers, 280.2 thousand females as middle school teachers and 325.8 thousand females as high school teachers during 2016-17. The teaching profession is considered a noble profession in Pakistan and mostly females prefer to be a teacher in government as well as in private schools as compared to males that is why female's ratio is higher than male in number of teachers in Pakistan. Due to religious and cultural constrains, girls are not allowed to join school in rural areas therefore, increasing number of female teachers in all level may encourage more female's enrolment in remote areas of Pakistan. Moreover, educational institutes should be safe and secure for female teachers and students. Gender equality in education encourage females to participate in social, economic and political life and give benefits to society by increasing national and international competitiveness. According to World Bank Report (2011), educating girls will give high return than other investment in the developing countries¹⁶.

Gender Assessment in Labour Market

The females are facing several issues regarding job opportunities in Pakistan due to traditional, cultural and social norms within household and society. Females are restricted to show their abilities and skills in order to avail the opportunity of employment. The females constitute 48% in population, whereas, their participation in formal activities is minimal¹⁷. There are many factors that influence female labour force participation such as female's education, husband's level of education and income, lack of opportunities in labour market, health, and observance of purdah (segregation). However, due to economic situation and growing awareness in society, female participation in labour force is gradually increasing which depends on several factors as well. In order to realize these factors, there is need to understand changing patterns of employment between male and female in formal and informal sectors which helps to provide an insight for understanding of the challenges and resolving the issues of gender discrimination in labour market. Proper labour laws and standards should be planned for equality of females in every field of work. The proactive private sectors leadership and innovations may help to raise female participation for instance through establishing company policies and practices that relieve constrains on female's timing, appropriate maternity leaves, encourage male's responsibilities in caring and ensuring of less discrimination in workplace.

Tables 13 provides different gender statistics in labour market of Pakistan. Labour force participation rate is continuously increasing from last ten years however, male have dominated ratio in labour market with at least 82 percent whereas, female labour force participation rate is only 24 percent during 2016-17. During 2001-02 to 2014-15, unemployment rate of both, males and females have declined however, female unemployment is 9.3 percent as compared to male unemployment ratio which is 5.3 percent in 2014-15. Furthermore, this table provides the sector-wise employment ratio of labour participation of male and females from 2001 to 2015, which shows that the proportion of females employed in agriculture sector has increased by 10% from 64% to 76% from 2001 to 2015, while their proportion in industry and service have declined from 14 to 11 percent in industry and from 20 to 12 percent in service during 2001 to 2015.

Table 13: Gender Gap in Labour Market

Years	2001-02	2003-04	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13	2014-15	2016-17
Labour force participation rate											
Both sex	50.5	50.7	53	52.5	52.5	53.1	53.5	53.4	53.1	53.8	54.5
Men	82.7	82.7	84	83.1	82.4	82	81.7	81.9	81.1	81.5	82.7
Women	8.7	18	21.1	21.3	21.8	23.1	24.1	24.4	24.3	24.9	24.93
Employment-to-population ratio											
Both sex	46.5	47	49.7	49.8	49.9	50.3	50.7	50.4	49.9	50.7	59.83
Men	62.2	63.1	66.9	65.3	63.7	62.8	62.4	60.6	59.2	59.1	59.3
Women	8.7	13.6	16.8	16.8	17.1	18.3	18.8	18.7	18.4	17.8	18.2
Unemployment rate											
Both sex	7.8	7.4	6.1	5.1	5	5.2	5.3	5.7	6	6.5	4.04
Men	6.2	6.2	5.2	4.2	4	4.2	4.1	4.8	5.1	4.6	4.4
Women	16.4	12.9	9.6	8.6	8.7	9	9.2	9	9.1	10.1	7
Share of industry in total EMP											
Both sex	21	20.6	21.2	21.4	20.6	21	21.4	21.8	22.8	23.5	23
Men	22	21.7	22.7	23.5	22.7	23.1	24.1	24.6	26.2	25.9	34
Women	14.8	14.9	15.1	12.6	12.2	12.7	11.6	11.5	11.3	10.3	14.44
Share of agriculture in total EMP											
Both sex	41.1	41.8	41.6	42	42.8	43.3	43.4	43.5	42.2	43.6	42
Men	37.2	37	35.6	35	35.2	35.7	35.2	34.9	33.1	34	32
Women	64.5	66.6	67.7	71.4	73.8	72.7	73.9	74.2	74.9	75.4	72.4
Share of services in total EMP											
Both sex	38	37.6	37.1	36.6	36.6	35.7	35.2	34.7	35	35.8	34
Men	40.8	41.3	41.8	41.5	42.2	41.2	40.7	40.5	40.7	40.9	40
Women	20.7	18.4	17.3	16	13.9	14.6	14.5	14.2	13.8	14.9	15.1
Share of wage and salaried workers in total EMP											
Both sex	35.5	39.86	39.8	37.18	37.4	36.72	36.66	39.75	39.82	39.6	40.1
Men	60.1	60	59.5	60.9	60.9	62.7	65.8	67.063.	63.5	65.86	65.9
Women	79.3	75.2	74.9	74.8	71.9	72.4	74.5	73.1	66.9	74.2	74.3
Share of own account workers in total EMP											

Both sexes	39.9	38.6	36.8	36	35.9	34.8	35.6	36.3	34.9	35.1	36.1
Men	43.7	42.9	41.5	41.1	41.2	40.1	41.3	41.8	40.1	41.6	41.7
Women	16.5	17	16.2	14.3	13.9	14	14.5	16.6	15.9	16.8	16.8

Source: Labour Force Survey (Pakistan Bureau of Statistic)

Although, unemployment rate has been declined for both genders however, female's unemployment rate is more than male which shows that females are facing constrains in labour market. Due to lack opportunities for proper education and skills, female's share in service sector is very low as compared to agriculture and industry. It requires more attention for female education as 40% of male are employed in service sector which has largest share in GDP as compared to agriculture and industry. Share of wage and salaried male workers have increased from 60.1% to 65.9% however, share of wages and salaried female workers have declined from 79.3% to 74% during 2001 to 2017 which is also very alarming situation for females. Indeed, females are playing a fundamental role in economic activity their efforts should be valued as males. However, value of female labour is affected by their low skills and abilities due to which females are exploited for their works.

Table 14: Formal and Informal Employment by Gender

Sector		Total		Rural		Urban	
		Formal	Informal	Formal	Informal	Formal	Informal
1999-2000	Male	34.2	65.8	32.4	67.6	35.9	64.1
	Female	34.3	65.7	26.9	73.1	39.3	60.7
2003-2004	Male	29.6	70.4	26.7	73.3	32.2	67.8
	Female	34.3	65.7	30.1	69.9	38.4	61.6
2007-2008	Men	27.2	72.8	25.1	74.9	29.2	70.8
	Women	27.4	72.6	23.2	76.8	32.5	67.5
2010-2011	Men	25.9	74.1	23.8	76.2	27.6	72.4
	Women	28.9	71.1	21	79	36.9	63.1
2013-2014	Men	26.4	73.6	23.6	76.4	29	71
	Women	27.2	72.8	21.5	78.5	32.9	67.1
2015-2016	Men	27.5	72.5	24.3	75.5	30.7	69.3
	Women	26.5	73.5	22.0	78.0	31.5	68.5
2016-2017	Men	----	----	----	----	----	----
	Women	----	----	----	----	----	----

Source: Various issues of Economic Survey of Pakistan

Majority of males and females labour are working in informal sector as compared to formal sector. In table 14, labour employment has been shifted from formal to informal sector in rural and urban areas both during 2001 to 2015. In 1999-2000, total male's employment was 34% where female's employment was 34.3% in formal sector. However, 65.8% of males and 65.7% of females were employed in informal sector. In 2015-16, both female and male's employment declined in formal sector and increased in informal sector. Now, 27% males and 26% females are working in formal sector whereas, 72% males and 73% females are engaged in informal sector. The statistics of female contribution in informal sector is underestimated due to home-based work and street vending activities which is very difficult to document. Not sufficient information is available on the socio-economist working condition and opportunities for female in informal sector, furthermore, macro level data is also not available; most of statistics are gathered through household survey and census.

In informal sector, female labours are concentrated into low-paying job and their wages are lower than male in same categories in rural and urban area. Most of the informal jobs are based on manual work therefore, females face wage discrimination. In this sector, average earning of males and females based on actual qualifications and equal job widely differs. Even, after adjustment for differences in working hours, age and schooling, the female's earning is not equal to males. Moreover, it is highlighted that, females are getting less income in urban informal sector and they have limited access to economic and social resources like credit and human development facilities¹⁸.

Table 15: Employment Status and Gender (%)

Years	Employment Status & Gender (%)	Total	Male	Female
1999-00	Employers	0.8	0.9	0.1
	Self-employed	42.2	46.4	16.7
	Unpaid family helpers	21.4	16.7	50.1
	Employees	35.6	36	33.1
2006-07	Employers	0.8	1	0.1
	Self-employed	34.5	39.8	13.4
	Unpaid family helpers	27.3	18.6	61.9
	Employees	37.4	40.6	24.6
2012-13	Employers	1.3	1.6	0.1
	Self-employed	33.6	38.9	15
	Unpaid family helpers	26.3	16.5	60.5
	Employees	38.8	43	24.4
2015-16	Employers	1.24	1.4	0.1
	Self-employed	33.2	35.9	16
	Unpaid family helpers	27.3	17.5	59.3
	Employees	37.3	45	24.2
2016-17	Employers	1.26	1.23	0.3
	Self-employed	34.22	31.25	16.2
	Unpaid family helpers	29.10	14.67	59.1
	Employees	35.42	31.07	22

Source: Pakistan Bureau of Statistics

This table 15 highlights employment status by gender from 1999-00 to 2016-17 in Pakistan. The table shows that most of the females are working as unpaid family helpers. During 1999-00 to 2016-17, female employment as unpaid family helper has increased from 50% to 59% and whereas, female's status as employees has decreased from 33% to 22% while, only 14 to 16% males are working as unpaid family helpers during 1999-00 to 2016-17, This is also a main reason of high female's unemployment in Pakistan. Males are either as self-employed or are working as employees.

The unemployment rate for females is higher than males which shows that female's employment is under-reported as most of the females are working either as unpaid worker or in informal sectors. There are no laws regarding provision of equal wages for equal work for females, protection from harassment at workplace and labour rights for domestic and home-based workers. As employment, income generation and social development are pre-conditions for female's empowerment and through economic empowerment females can take active part in decision-making process within household^{19,20}.

Gender Assessment in Health

Health equality brings fair opportunities for everyone including males and females to live a healthy life. It implies that health should not be ignored on the basis of race, caste, gender, income or social condition. It is required for everyone in terms of having knowledge regarding health, skills and resources to maintain good well-being. Health plays an important role in shaping human capital and is increasing productivity and efficiency of labour force both either male or female that leads to human welfare and economic growth of the country.

Table 16 Gender Gap in Health

Year	Life expectancy at birth		Fertility Rate	Adolescence Birth Rate	Contraceptive prevalence (% of women age (15-49))
	Female	Male			
2017	70.1	66.1	3.2	37.5	-----
2016	67.52	65.51	3.5	37.69	35
2015	67.33	65.38	3.5	38	35
2014	67.13	65.22	3.6	39	-----
2013	66.9	65.02	3.7	40	35
2012	66.65	64.79	3.7	41	29
2011	66.38	64.53	3.8	41	-----
2010	66.09	64.25	3.9	41	-----
2009	65.81	63.97	3.9	41	26
2008	65.53	63.69	4	41	30
2006	65.27	63.43	4	42	27
2005	65.02	63.2	4.1	42	-----
2004	64.79	62.98	4.1	43	-----
2003	64.56	62.79	4.2	44	32
2002	64.34	62.59	4.3	45	-
2001	64.1	62.39	4.4	49	28

Source: WDI & Country Economy

Gender disaggregated data on health is not available in Pakistan. Some indicators of gender inequality in health could be used as following: life expectancy at birth shows an average life can expect to survive if recent death rates don't change. In 2017, average life expectancy of female is 70.1 years however, male's life expectancy is 66.1 years in Pakistan which shows better health facilities and strong biological advantages of females as compared to males. Fertility rate is also continuously declining that makes health better for females and allow them to take part in economic activity²¹. There are many factors behind of declining fertility rate in Pakistan such as late marriages, contraceptive use, desire of small family, high inflation, female's education and better understanding with their spouse²¹. The adolescent birth rate shows annual number of live births to adolescent over 1000 adolescent women aged 15-19. In Pakistan, adolescent birth rate has also declined from 49 to 37 during 2001 to 2017. Early motherhood causes poor health outcomes which also deprives young girls for educational and social development opportunities. However, due to more awareness regarding health for females especially for young girls' adolescent birth rate significantly declined. Being an Islamic country, family planning is prohibited by some religious scholars. In Pakistani society, decision regarding having children are taken by husband however, female has no right to take any decision for their personal health. With the passage of time, awareness has increased regarding family planning by government through media. The current rate of contraceptive use is only 35.4% in Pakistan. Family planning can be used to improve health of

mother and children both. However, population welfare department has failed to provide adequate service centers for family planning²².

Table 17: Total Number of doctor/Dental Surgeons (with Basic Degree)

Province	M.B.B.S.			B.D.S.		
	Male	Female	Total	Male	Female	Total
Punjab/Federal Area	35769	37057	72826	2560	5455	8015
Sindh	30373	32683	63056	2038	5075	7113
K. P. K.	13906	7495	21401	1200	1796	2996
Balochistan	2834	2004	4838	259	288	547
A. J. K.	1906	1738	3644	167	198	365
Foreign Nationals	2912	1019	3931	363	140	503
Total	87700	81996	169696	6587	12952	19539

Source: Pakistan Medical and Dental Council (February, 2018)

Health manpower turnover trends shows that number of female doctors, nurses, and lady health visitors are more than male. Deployment of females as doctors and lady health visitors ensure better state of female's health in rural areas. The table 17 indicates number of manpower resource in health sector of Pakistan. There are 87700 male and 81996 female M.B.B.S doctors are registered in PMDC. Whereas, female B.D.S are more than male B.D.S. with 12952 and 6587 respectively till February 2018²³.

Table 18: Total Number of Doctor /Dental Surgeons (As Specialist)

Province	M.B.B.S.			B.D.S.		
	Male	Female	Total	Male	Female	Total
Punjab/Federal Area	13907	6881	20788	503	346	849
Sindh	7727	4055	11782	312	194	506
K. P. K.	4426	1334	5760	281	130	411
Balochistan	1064	324	1388	44	10	54
A. J. K.	711	253	964	32	11	43
Foreign Nationals	87	25	112	4	0	4
Total	27922	12872	40794	1176	691	1867

Source: Pakistan Medical and Dental Council (February, 2018)

According to Pakistan Medical & Dental Council (PMDC), there are 40794 M.B.B.S (as specialist) and 1867 B.D.S (as specialist) are registered till February 2018. It is worth mentioning that females are more encouraged to be a doctor due to social thinking which gives prestigious respect to this profession in Pakistan²³.

Due to societal and cultural pressure, females have no power regarding their own health care. Restricted mobility, cultural and religious barriers, high cost and less education are the major hurdles in seeking appropriate health care. Other factors such as less education, low level of income, racial group, poverty and gender preferences are also creating gender gap in health²⁴. In Pakistan, due to deep rooted religious practices, females are restricted to avail the many basic health services due to presence of male doctors in remote areas. Females are highly dependent on their husbands and in-laws for their health related decisions such as having more children and family planning (Navarro, 2004). Therefore, increase government spending on health with the objective of reducing gender inequality should be central element of government's program which provides more health service to females.

Conclusion

This study provides quick glances on gender assessment in Pakistan while highlighting gender difference in education, health, labour market and political participation. As it is obvious that the status of females is not considered as equal to males therefore, the gender gaps have been found more among females than males. Therefore, the full potential of development in the economy cannot be realized without considering gender dimension in policy making. There is substantial diversity in the status of females on the basis of class, region, socio-economic values and culture. Patriarchal values have also determined the role of females in every spheres of life. An artificial division between production and reproduction activity based on typical ideology of the society, has placed females in reproductive role as mothers and wives. Furthermore, there is no human capital investment by family due to pessimistic social biases and cultural norms which have become the basis for gender disparities in Pakistan. The available data from governmental and non-governmental sources demonstrate mixed trend on gender gap in Pakistan. Findings from gender assessment can be used for strategic plans, policies or development of mission for reducing gender inequality. It is necessary to provide equal opportunities for both males and females in health, education, and economic activities and to make females equally empowered in decision making. Social, cultural and somehow religious aspects are main hinders which prevent females for taking part in economic activity. On the other hand, due to less skills and education, female representation in senior management is also very low. Pakistan is ranked 108th out of 108 countries in terms of female's representation in managerial posts (ILO, 2015). First of all, provision of education for female is a crucial factor that will be helpful in reducing gender gap in society. The raising female's skills will increase their ability to find paid jobs in formal sector therefore; female's education can be used as a tool of reducing gender inequality. Government should focus on female's

education at federal and provincial level both to eliminate the gender biasness.

Recommendations

Improved financial infrastructures and interest free loan should be available for female entrepreneurs and students which will economically empower them. Moreover, health services through female's doctors and lady health workers should be expanded at gross root level in order to provide more health facilities with proper maternal and child care. There must be some affirmative action such as providing skills and introducing certain quota for females on corporate boards. Female participation in politics should be increased through increasing information about political rights. Government should bring awareness especially in rural areas that casting vote is female's right in order to choose their leaders who will work for their betterment in future. Pakistan has developed a number of policies and initiatives for women's rights and gender equality. The National Plan of Action (1998) and the National Policy for the Development and Empowerment of Women (2002) both aim to remove inequalities between men and women in all sectors of development as well as promoting equal access of women to all services. The Gender Reform Action Plan (GRAP) of 2005 at federal and provincial levels also demonstrates the government's commitment to reduce gender equality. GRAP is mandated to undertake a coherent gender reform agenda with particular focus on gender mainstreaming in the following key areas; such as political participation, institutional restructuring, and public sector employment, policy, budgeting and public expenditure mechanisms and capacity building interventions.

Conflicts of Interest

None.

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