

Status of
Women and Men
in Pakistan

Baseline Study on the Status of Women and Men in Pakistan, 2012
UN Women Pakistan

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Acronyms

ADB	Asian Development Bank
ASER	Annual Status of Education Report
CAMP	Community Appraisal and Motivation Programme
CBR	Crude Birth Rate
CNIC	Computerised National Identity Cards
ECP	Election Commission of Pakistan
EFA	Education For All
FATA	Federally Administered Tribal Areas
FLFPR	Female Labour Force Participation Rates
GoP	Government of Pakistan
PBS	Pakistan Bureau of Statistics
GBV	Gender-based violence
GER	Gross Enrolment Rate
GPI	Gender Parity Index
HEC	Higher Education Commission
HIES	Household Integrated Economic Survey
HIV/AIDS	Human immunodeficiency virus infection / acquired immunodeficiency syndrome
ICT	Islamabad Capital Territory
IDPs	Internally Displaced Persons
ILO	International Labour Organisation
IMR	Infant Mortality Rate
LFS	Labour Force Survey
MCH	Mother and Child Health
MNCH	Mother and Neonatal Child Health
MICS	Multiple Indicator Cluster Survey
NCSW	National Commission on the Status of Women
NER	Net Enrolment Rate
NGO	Non-Governmental Organisation
CNIC	Computerised National Identify Card
PDS	Pakistan Demographic Survey
PDHS	Pakistan Demographic and Housing Survey
PPA	Participatory Poverty Assessment
PSLM	Pakistan Social and Living Standards Measurement Survey
SBA	Skilled Birth Attendant
TBA	Traditional Birth Assistant (<i>dai</i>)
U5MR	Under 5 Mortality Rates
UNFPA	UN Fund for Population Activities
UNHCR	UN High Commission for Refugees
UNICEF	UN Children's Fund
UN OCHA	United Nations Office for the Coordination of Humanitarian Affairs
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
VAW	Violence Against Women
WB	World Bank

Glossary

Child mortality The probability of dying between the first and fifth birthday per 1,000 children surviving to 12 months of age.

Decent Work ILO definition of decent work: “opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity.” ILO has developed indicators to measure and monitor decent work.

Earnings Ratio Monthly wages of Women as a percentage of monthly wages of Men.

Employed persons A person is considered employed if he/she worked for at least one hour during the month preceding the interview or, even if the person did not work in the last month, he/she had a job or ran an enterprise such as shop, business, farm or service establishment during the last year.

Employment status³ Employed persons are divided in the following categories: employer, paid employee, self-employed and own account worker, unpaid family helper, and agricultural labourers (owner cultivator, share-cropper, and contract cultivator). An employer is a person who owns an enterprise and works himself as well as employs individuals for pay to help him/ her in his/her enterprise but may have others working for him/ her without pay. An employee is a person who works for others in exchange for wages and a salary that is paid in cash or in kind. A self-employed or own account worker is a person who, though owning an enterprise, does not employ any person for pay, to help him/ her in his/ her enterprise but may have others working for him/ her without pay, such as family helpers. The self-employed are divided into two categories:

- Those who run their own business or enterprise themselves without the help of any other person.
- Those own account workers who run their own business or enterprise with the help of unpaid family helpers only.

Unpaid family helper^{*} is a member of the family who works for the family enterprise without being paid. Although they are not paid, their efforts result in an increase in the household income; therefore they are considered employed persons.

Head of the household^{*} If a person lives alone, that person is considered as the head of the household. If a group of persons live and eat together as defined above, the head of the household is that person who is considered as the head by the household members. In practice, when husband, wife, married and unmarried children form a single household, the husband is generally reported as the “head”. When parents, brothers and sisters comprise a household, either a parent or the eldest brother or sister is generally reported as the head by the household. When a household

3 All entries marked with an asterisk^{*} are taken from the HIES 2011 Report (PBS)

consists of several unrelated persons either the respondent or the eldest household member is selected as the “head”. In special dwelling units the resident person in-charge (e.g. manager) may be reported as the “head

Gender Parity Index in education is the Ratio of female to male enrollment at any level of education.

Gender Parity Index for Adult (ages 15-25) Literacy Adult female literacy rate ÷ Adult male literacy rate x 100

Gender Wage Gap (Median Wages of Men- Median Wages of Women) ÷ Median Wages of Men x 100. Median Wages are used instead of Mean wages to avoid skewing of results that occurs because of a few very high earners.

Gross enrollment ratio (GER) Sometimes referred to as the participation rate, GER is the ratio of total enrollment, regardless of age, to the population of the age group that officially corresponds to the level of education shown. It shows the overall coverage of an education system in relation to the population eligible for participation in the system. A GER value approaching or exceeding

100 per cent indicates a country is, in principle, able to accommodate all of its primary school-age population. It does not, however, indicate the proportion of that population actually enrolled. For example GER Primary is the number of children attending primary school (age 5-9 years) divided by the number of children who ought to be attending.

Infant mortality The probability of dying before the first birthday per 1,000 live births.

Neonatal mortality The probability of dying within the first month of life per 1,000 live births.

Net Enrollment Rate (NER) At the primary level NER refers to the number of students enrolled in primary schools of primary school age divided by the number of children in the age group for that level of education. In other words, for Pakistan, the official primary NER is the number of children aged 5 to 9 years attending primary level divided by the number of children aged 5 to 9 years.

The percentage of female enrolment also reflects the equity in education system of the country. Number of female enrolment expressed as a percentage of total enrolment at one particular education level such as primary, secondary, vocational and technical. This indicator shows the degree of female participation in these education levels. However, one may need to look at population structure of those particular age groups to interpret correctly.

Jirga tribal/community gathering of influential men (mostly elders) formed to settle community disputes. Often function as parallel judicial systems.

Katchi Abadies Temporary settlements mostly at the periphery of a town, but sometimes within it. Often slums, these are not recognized by the civic authorities as planned or sanctioned areas and no public infrastructure is provided (roads, water, electricity, schools).

Nikkah Obligatory Islamic religious matrimonial rite that has legal validity. Usually followed by a social ceremony, the *rukhsati*, marking the departure of the bride from her natal home. Sometimes only the *nikkah* is solemnized with the *rukhsati* to take place at a later date.

Per capita consumption* Calculated by dividing the total consumption of the households by the number of household members.

Postneonatal mortality The difference between infant and neonatal mortality per 1,000 live births

Under-five mortality The probability of dying before the fifth birthday

Wulvar Bride price in Pashtun culture

Vani A tribal custom in which girls are forcibly married to settle disputes between different clans or tribes. The practice is particular to Pashtun culture but is practiced in various forms in different parts of the country.

Preface

The demand for gender-related statistics and information across a range of sectors has been clearly articulated in Pakistan, yet several challenges related to the collection, analysis and utilization of such data persist. The minimum requirement for a gender-based analysis is the availability of sex-disaggregated data. More data is now routinely collected in sex disaggregated form, in surveys, censuses, DHS, PSLM LFS and administrative records etc. and some have been developed in response to specific imperatives such as for the MDGs. Yet even where collected, the data are not adequately analyzed with a gender lens. The success of policy-makers and other stakeholders attempting to reduce gender-based inequities depends on ready access to quality gender-related information and analysis.

In 2009, UN Women Pakistan, in line with the emphasis in its Global Strategic Plan (GSP 2011-2013) to support research for on evidence-based advocacy and planning, developed a Harmonized Matrix for the Development of a Gender Monitoring Framework in Pakistan. The matrix mapped indicators from the PRSP II, MTDF 2005-2010, CEDAW, and SAARC gender indicators (SGIB), against the indicators of MDGs relevant to Pakistan. This matrix of indicators formed the basis of this first baseline Status of Women and Men in Pakistan. Limited to these indicators, this report is not an exhaustive baseline for all the factors that affect the status of women and men in Pakistan. Rather it is designed to supplement the Compendium of Gender Statistics published by the PBS every four years. The Compendium presents only the quantitative data from the PBS surveys and does not include a comprehensive gender analysis.

The report draws primarily on statistics generated by the Pakistan Bureau of Statistics and government sources, supplemented with information from other sources, including qualitative data from NGOs. The report is divided into chapters that follow important MDG targets but are rearranged into subject specific chapters. Chapter 1 provides some basic demographic figures that set the context for the following chapters. Where relevant, the analysis in each chapter is preceded by an overview or salient aspects of the topic. The quantitative data presented in easy to read charts is supplemented with econometric analysis as needed. Annexes pertaining to each topic are placed at the end of the relevant chapter to enable readers to review the data as the analysis is read.

PSLM data on FATA, AJK, and Gilgit-Baltistan is not publicly available. Where available, data on these and on militancy affected areas has been integrated into the sector specific chapters. Limitations and gaps in the data did not allow a more detailed analysis, for example in the section on women's asset ownership, trafficking and migration (Chapter 9).

It is hoped that the National Commission on the Status of Women and PBS can collaboratively publish an annual Status of Women and Men report, featuring different aspects of women and men's economic, political and social lives.

Foreword

The development of the first Status of Women and Men Report in Pakistan underscores the commitment of UN Women to support and enhance the collection, analysis and dissemination of gender indicators.

The Global Strategic Plan of UN Women identifies evidence-based advocacy and planning as a priority area, with an emphasis on support for research at the country, regional and global levels (including South-South) to inform policy and programmes, for monitoring and analyzing the impact of policies and for improved data collection and analysis. This emphasis is supportive of the Government of Pakistan's intention to generate robust country level data on specific gender issues, reflecting its commitment for an effective regional SAARC Gender Indicators Database. UN Women is supporting the SAARC Gender Indicators Database (SGIB) initiative, with Pakistan Bureau of Statistics and other relevant data collection organizations to strengthen the collection of gender statistics.

The current baseline report, stems in part from a matrix of indicators that reflect national, regional and international priorities for Pakistan, and will be, we hope a useful resource as a baseline that shines a light on some of existing gender disparities.

We hope that the NCSW in collaboration with the Pakistan Bureau of Statistics will institute an annual report on the Status of Women and Men in Pakistan, highlighting the many specific areas that require policy and programmatic attention to address gender inequalities. UN Women looks forward to supporting future initiatives in collaboration with NCSW and Pakistan Bureau of Statistics, leading towards a greater understanding of the status of women and men in Pakistan.



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Foreword

The National Commission on the Status of Women (NCSW) is an autonomous body set up to safeguard and promote the interest of women and achieve gender equality before the law in accordance with the Constitution and obligations under international covenants and commitments. Towards that end it monitors the progress of women in Pakistan, and lobbies and advocates with parliamentarians and government entities for the enhancement of women's rights. Evidence-based advocacy is vital for its efforts.

The NCSW, therefore welcomes the publication of the first Status of Women in Pakistan report, which provides for the first time a baseline along select indicators using qualitative and quantitative data. It illuminates the progress made, identifies the gaps that still exist, and the challenges faced in the economic, political and social advancement of women and men in Pakistan. The data and analysis can be of enormous help in directing advocacy and development interventions to specific areas and point out areas for further research – for example, the finding that recent digitization of revenue records reveals a substantial number of land owned by women. Further research would reveal how this ownership translates into practice. Another finding is that only one percent of women ages 14-16 are married, while twenty-five percent are married in ages 17-25 a majority (63%) of whom is illiterate. This statistic is worrying, given the nexus between mother's education and well-being of their children. The publication has also pointed out the dearth of data for trafficking and migration, and also for entrepreneurship.

The publication will be useful as a reference tool, and it complements the Compendium of Gender Statistics – a compilation from all the quantitative national survey data published by the Pakistan Bureau of Statistics every four years or so.

There is a wealth of data available in Pakistan, generated by large-scale national surveys and focused qualitative studies. Quite a bit of this data is also sex disaggregated and provides a snapshot of the condition of women and men in Pakistan and in specific communities. The relevance of a Status of Women and Pakistan report lies in its providing a comparative analysis with past years as well as highlighting gaps. This Report provides the benchmark for future Status of women reports. The NCSW having shared the process that led to the report hopes to support future annual Status of Women reports. I would like to congratulate Dr. Yasmin Zaidi and UN Women for having undertaken this much needed task. Without data-based information, strong and focused policies and programmes remain elusive.



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