

RELATIONSHIP OF WOMEN AUTONOMY AND GENDER EQUALITY IN UMT LAHORE, PAKISTAN

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ABSTRACT: *Current study is designed to evaluate the relationship of gender equality on women empowerment. This study has conducted on female students of University of Management and Technology (UMT), Lahore. For doing this research this study has proposed the single hypothesis. Primary data was collected with the help of structured questionnaire. Result of this research has showed that gender equality has viable effect on women autonomy. Gender equality can change the status of women autonomy up to 10.4%. For more generalizing the results, this kind of study will be done on other sectors, like banking sector, textile sectors, construction firms, NGOs, in service sectors etc. This study will be also done in the rural area of Pakistan. This will explore the actual picture of women autonomy and gender equality because most of the population of the country is living in rural area.*

Keywords: Women Autonomy, Gender Equality, UMT, Pakistan.

1-INTRODUCTION

It is very difficult to measure the power relationships between women and men. This topic had been checked by researchers of U.S.A. since 1960. The study of researchers [1] was conducted to evaluate the point of view of both partners about the power of women in their families. The results of their studies showed that responses of husband and waives were similar. That survey was carried out with the help of questionnaire. But these researchers told that interviews of husbands would give the different results [1]. On the basis of this research [1], different researchers done different studies and had proved the point of view of these researchers [2,3,4,5]. These researchers described that men were more dominant in family decision making as compare to their wives [4,5]. According to other researchers different errors had been omitted in some researches in process of survey [6, 7,8]. These errors had been raised due to ambiguous and difficult questions [6,7 , 8]. The results of researcher's [9] study in which CFA test had been applied showed that abused questioned were main source of different results. The results of researchers [10,11] imparted that women had showed different behaviors about autonomy and women exhibited different autonomy level with her brother, father, husbands and with father in law. The confused results about autonomy was also attained due asking the closed ended questions i.e. "yes" or "no" responses [10,11]. Current study is designed to address the issue of women autonomy with the help of questionnaire and has checked the responses on five point Likert scale. This study is also consider the important variable gender equality as the second variable and has checked the impact of gender equality on women autonomy. This relationship is being checked in the female students of UMT Lahore. From the best of author knowledge no research has been checked this relationship before.

2- LITERATURE REVIEW

Gender Equality

According to the United Nation Organization [12], "equality is the keystone of every democratic civilization that aspires to social fairness and human civil rights." The term gender equality has been described in many behavioral and in the development literature and has been the topic of great debate in the UNO. It often means women having the same opportunities in life as men, for occurrence equality of contact to education and employment, which does not essentially lead to equality of outcomes UNO [12]. Many researchers have proposed the theoretical frameworks for foreseeing the phenomenon of gender equality. The United Nations Human Development Report [13] refers to gender equality as status of capabilities (health, nutrition and education) and opportunities (decision making and financial). Whereas, the World Bank describes gender equality in terms of equality under the rules for both males and females, equality of opportunities (including equality in contact to human resources, fairness of rewards for work and other inventive resources that empower chances of growth, and equality of rights (the ability to impact and contribution in the growth procedures). Most of the researches have incorporated both frameworks to suggest three chief spheres or mechanism of equality between women and men [14]. These are capabilities, permission about access to income and opportunities, and ability to influence and attaining the outcomes [14]. The capabilities sphere refers to basic human abilities as calculated through health, education, and nutrition. It is the most basic from in all of the three domains and is compulsory for achieving justice in the other two domains [14]. Access to income and opportunities, the second domain, refers chiefly to equivalence in the chance to usage or apply elementary competences for accessing the financial resources (such as belongings and land) and income (such as employment and income) [14]. The third area, ability to influence and attaining the outcomes is the defining the idea of empowerment and refers to the aptitude to make choices and decisions that can alter outcomes. Gender equality in this

area can only result from an equalizing in the power between women and men in the family circle and in institutions of that society [14]. These three domains of equality are interrelated. Improvement in any one area specifically without doing the attention on others spheres is not enough to attain the goal of gender equality [14].

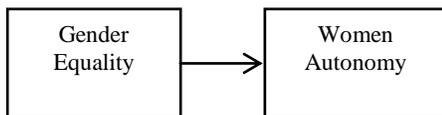
Women Autonomy

Autonomy describes as the ability for a woman to get a role in decision-making and management [15,16]. In 1994 Cairo Conference on Population and Development (ICPD) paid much attention on the role of women’s empowerment in developing reproductive behaviors. However, there is no full conformism on definition of this term [15,16]. Women’s authority can be considered or measured in different ways. The results of quantitative researches about women autonomy are different. In 1995, researcher [17] compiled the experimental confirmation to confirm the idea that change of women’s manners is mediated by their attainment of "autonomy." While women's autonomy is inured mainly by gender stratification and male control in the civilization in which they live. Educations can also escalation the autonomy of women. All over the world, women represent the underemployed, deprived and communally and economically neglected. While there is acknowledged that almost no society delivers women equivalent position with men. Women have a significantly inferior social standing and autonomy as compare to men[17,18]. This status may cause in less autonomy and low position and will caused in low level of growth rate [17,18,16]. Researchers [19] has conducted their researches in developing countries and has pointed out that concept of women autonomy is not present at satisfactory level.

Research Model for proposed research

From the best of author knowledge previous researches has not yet tested the relationship of gender equality and women autonomy. Current study has proposed the following hypothesis.

H1: There is impact of gender equity on women autonomy.



3-ANALYSIS

Data Collection and Sample of the Study

A structured questionnaire was used to collect the data. For this purpose, this study was used simple random sampling technique. Data was collect from the females of UMT. These are students and faculty members of UMT. For collection of data, 125 questionnaires were distributed. Eight questionnaires were not completed. Eighteen were not returned back. Overall response rate was 76%.

Scale of the Study

The scale of current research is consisted of 28 statements. It is established with the help of previous researches. The scale of women autonomy was by researchers [20]. This scale is consisted of 17 statements. Gender equality is being checked with the help of 11 items scale. That scale was used by [21]

Correlation Analysis

Table 2 describes that correlation between Woman autonomy and gender equality is positively correlated with each other.

Table:2 Correlation Analysis

	Women Autonomy	Gender Equality
Women Autonomy	-	-
Gender Equality	0.351	-

** Correlation is significant at the 0.01 level,

* Correlation is significant at the 0.05 level

The value of coefficient of correlation is 0.351. This value is less than 0.50.This indicated that the relationship is not very strong between women autonomy and gender equality.

Regression Analysis

Tables No 3 shows the regression analysis about the current study. The relationship and effect of independent variable gender equality on dependent variable women autonomy is describe with the help of regression analysis.

Table No 3: Regression Analysis

	β'	t'	p
(Constant)	0.210	1.962	0.000
Gender	0.104	0.955	
R Square	0.54		
F	3.436		0.037
Durbin-	1.763		

Dependent Variable: Women Autonomy

***Significant at the 0.01 level.

**Significant at the 0.05 level.

* Significant at the 0.10 level.

The value of R Square describes the extent of impact that independent variable on dependent variables. The acceptance range of this value is done when this is > 25%. The value of p illustrates the actual level of relationship. In the regression analysis if the value of p is less than 0.05, 0.01 or 0.10, then the hypothesis is accepted. These are three levels for the acceptance of the hypothesis. The value of F defines the level of relationship between dependent and independent variables. Greater the value of F, greater will be the association among variables. The value of β describes the level of impact of independent variable on dependent variables. The above Table No. 3 describes the relationship of Gender Equality with Women Autonomy. This gives the value of $\beta = 0.104$ and value of $p=0.00$ i.e. < 0.01 for relationship Gender Equality with Women Autonomy. This demonstrates that Gender Equality has less impact on Women Autonomy. That Gender Equality may cause 10.4 % variation in women autonomy. This table also gives none zero values of t.

5. CONCLUSION

Results of the current research describes that gender equity has impact on women autonomy. This study will add the value in the body of knowledge as the relationship of these variables is not yet tested. For the future researches the impact of more variables like life satisfaction, work life balance, work family conflicts will also be tested to explore the new insights for the researches. This kind of study will also conducted on women of rural areas and also on other sectors like banking sectors, NGO etc.

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