

## Parents Attitude Towards the Employment of their Daughters in the Tribal Area of Dera Ghazi Khan District, Pakistan

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### Abstract

It is believed that economic independence gives them personal autonomy and the power of decision making. Giving a women the right to work for themselves and earn something on their own is itself is biggest achievement for any women. This thesis has major goal to find out the' attitude of parents towards the employment of their daughters in tribal areas of district D.G. khan. This study used mixed method research to find facts from respondents. Survey questionnaire was employed to solicit responses from females. Interview protocol was used for parents. Research instruments were validated with the help of the critical comments of the experts of field. Cronbach's Alpha of the questionnaire was 0.70. Those females residents of trial area of Dera Ghazi Khan who passed higher secondary school education, intermediate or graduation were to the population of the study. Snow ball sampling technique was used to identify the sample of the study. Data was collected from 180 females and 45 parents of the participants. The collected data was entered in SPSS data sheets. To make error free data entry process, two copies of data sheets were made and responses were entered by two different persons. After that both files were matched by retrieving frequencies of each item. 3 Copies of data were made and stored in different computer drives. Researcher has made data cleaning procedure to detect missing and out of range values. Frequency and percentage of responses, T. test and One-Way ANOVA followed by LSD as Post Hoc Test were calculated. Five factors; parents attitude about their daughters employments in tribal areas(14, 09, 33, 11,32, 21, 27, 01, 16, 18), opinion of females about jobs and social problems(29, 23, 13, 03, 20, 08, 10, 25), socio economic status of females in tribal areas(31, 15, 34, 28, 02), rights and jobs opportunities(07, 06, 04, 24, 19, 26, 12) and issues for the female's employment(35, 05, 30, 22, 17). The total variance was 42.448. Responses from interviews and open-ended questions were categorized to analyze qualitative information. Findings showed that UC Fazla Kachh were less supporting for female's employment as compared to Barthi, Tumman Lighari. This study identified 83.18% respondents have positive attitude for the employments in tribal areas D.G. Khan. Conduct the seminars in tribal areas for the awareness of the parents about the importance of education and jobs. Government should provide the basic facilities for the females on their working places.

**Keywords:** Parents attitude, daughter, employment, tribal area, Dera Ghazi Khan

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### **Introduction**

Women play important role in society. They are involved in almost every field of life. A country can not develop without their participation in socioeconomic sector. Therefore, women have well defined role in knowledge-based economy. However, in most of the developing countries females are generally engaged in unpaid jobs.<sup>1</sup> Since women are taking an active role in sharing family responsibilities, their involvement in economy cannot be ignored. People, who try to speak more of women's freedom, argue that women are a fitting member of the society to perform any work as a man. Islam itself lays great highlighting on the importance of equality between men and women. As a mother, her position is very unique.

The results of the educational institutions indicate that in most of the cases the performance of females is considerably high. They are equally giving competition to men in almost every field. Now that the trends of early marriages have faded away in cities, women are more career-oriented and focused towards their goals. In urban areas, women are performing all duties with full responsibility and now society has started giving them praise for all their achievements. Pakistani working women try their best to balance work and family together and most are successful in it. According to Pakistan Labor Force Survey reports, the women participation rate has continued to rise since the beginning of the decade, with an increase of 5.0 percent in the period 1999-2000 to 2006-2007, and the same trend has been observed with an increase of 3.1 percent in 2006-2007 to 2010-2011.<sup>2</sup>

During the last few years, women particularly benefited from overall job market developments in Pakistan. The women unemployment rate decreased from 15.8 percent (1999-2000) to 9.0 percent (2010-2011). The lowest women unemployment rate in the country was 8.6 percent in 2006-2007. The positive developments in women labor force participation rate are, to a large extent, due to an improvement of the labor market position of young women.

However, the situation is not much better in rural areas where most of the poor families in Pakistan prefer to educate their sons rather daughters due financial issues. In another study Aslam (2007) further elaborates this notion. He argues that parents' preferences also affect school selection for their children (boys and girls). According to him, generally, parents select comparatively better schools, in context of fees, for their sons. Daughters are ignored or enrolled in the schools having lower fees and fewer facilities. In Pakistan majority poor class, or some of middle class families, when they prefer better education for their sons; basically they all are serious about their son's future like they think about his better job. These families are not serious about their daughter's education as well as job because they think that girls stay homes and do their daily chores. Their attitude towards education and employment for females is not positive. In recent studies, has explored the issue of girls' education and employment in Pakistan. The research provide statistical data regarding female employment rates, girls' jobs in different professions, jobs facilities available for girls, gender disparity indexes and the reasons of gender disparity in different areas of the country.<sup>3</sup> The tribal people are more likely to not send their females for jobs and education. Jobs data of a remote district of Dera Ghazi Khan strengthen this idea. Tehsil Tribal area of District Dera Ghazi Khan comprises tribal Baloch population. Though people strictly follows Baloch customs however the impacts of media and development of Punjab province has some influences on the tribal

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behaviors of the people of tribal area of district Dera Ghazi Khan more than other Baloch tribal areas of the country. Hence, it was decided to conduct the study to know the attitudes of the tribal parents towards the employment of their daughters.

#### **Statement of the Problem**

Less employment rate of females in the country, especially in tribal areas demands to investigate different factors which are affecting overall situation of females' jobs in these areas. Parents' attitude is focal point in this regard. Their attitudes and behaviors reflect the cultural and social picture of this segment of society. Major purpose of this study was to deeply explore the mind-set of tribal parents toward their daughters' jobs so that if there are some barriers and weak points, those might be improved in the light of the findings of the study.

#### **Objectives of the Study**

The following objectives were formulated to guide the research:

1. To find out the attitude of parents towards daughters employment in tribal areas of Dera Ghazi Khan.
2. To find out the factors which affects the attitude of parents regarding employment of their daughters.
3. To workout the social problems of working place of females in tribal areas.
4. To identify the impact of the demographic variables on the employment of daughters.

#### **Significance of the Study**

The significance of the study will be evident from the following points.

- 1) The study will be helpful for females regarding their work plans.
- 2) The study will be beneficial for parents for preparing future plans about the career of their daughters.
- 3) This research will be useful to change mind of those parents who are not in favour of girls job.

#### **Research Methodology**

The purpose of this research was to identify the attitude of parents towards the employment of their daughters in the tribal area of Dera Ghazi Khan. The problem under investigation is mainly concerned with the current situation. The type of research which investigates current status of the problem is called research. Hence this study followed descriptive method of research. Survey method was considered appropriate for this piece of research as it collect maximum information in less time. A questionnaire survey was conducted with the participants. The details of the research methodology are given in the following lines.

#### **Literature Review**

Woman main purpose for earning is to dependency burden and saving pattern in households. In Pakistan half of the population consists of women. In most of the areas in Pakistan, people are not allow their women to go out and earn money. Factors determining the employment of women are extremely complicated. At the individual level women's decision to work is

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subject to such factors as the availability of jobs, education level and skills. Women employment is determined by the factors that are investigative of financial, social and demographic status of the locality under consideration.

In process of growing economies, role of women as a labor market different employment status is certainly one of the prominent characteristic. Important policy objectives of females in different employment status and contribution of females are important in most of the developing countries including Pakistan. Supply and demand factors, are the most important factor that engagement of females in different employment status and contribution of females in different economic activities. Because of some factor women participation rate earning activities may be petite: one of these is as a woman willingly not to join the labour market. And other one is most of the jobs is capable or appropriate for woman. In the first case employee's preference is important and in other one employers' preferences. Theory of Human Capital is based on education because it provide skills and knowledge.<sup>4</sup> A lot of study showed that education by provide poor's to get ride from poverty. Individual's status is affected by education in various ways.<sup>5</sup> In Pakistan, women engage themselves informal sectors rather than formal. They mostly performed their activities in the informal sector. These all activities are not related mostly to economic activity. Those women's who have got higher education would like to prefer work in formal sector with salaried work. Out of total labour force of 57.24 million, 13.29 million female are participant in labor force in Pakistan(Labor force survey (2010-2011). As it is discussed about that woman is half of the population of the Pakistan. Pakistani women face numerous challenges in their usual lives. They are considered to fulfill their families' responsibilities as well as job together.

### **Attitude on Women Employment**

Women have been known as a major sound towards attaining property development by different economic and social world organizations and nations around the world. Realize the need; the Government of India has introduced various women management programmed, which brought about appreciable changes towards encouragement, development and empowerment of women. India's National Policy for the Mandate of Women, 2001 detected the need for women in decision-making, economic and social policies increased hypothesis official to achieve the goal by 2010. The specific goals of the Policy to succeed equal participation in decision-making in social, economical, political and educational life. Family organization forms a powerful source of opposition to women's work. They insist that women's first responsibility is to her home. The society randomly believes that women are the losers in their obligations and roles. Working women are supposed to come up with multiple roles to prove themselves. Lack of relative support in household duty and childcare has been known as a source of work-family struggle. A research declares that women experience a "motherhood penalty" when they attempt to reaper earning and caring. In the study on motherhood, employment and the child penalty, Baker found that employment "choices" are shaped by domestic arrangements and representation about "good mothering". Marriage support fathers to take their earning compel more seriously while new mothers often decrease their employment. Desai et al examine the ignored pocket of opposition of married male employees who have stay-at-home wives to the gender change in the workplace.

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### **Women's Attitudes Toward Work**

In America, there is a large increase in the employment. The percentage of women working has moved steadily upward, more than tripling from 1890 to 1992, nearly 60 percent. Women's rewards have moved and increased the most since 1960. During the century birthrate rose and the magnitude relation of women's wages to men's wages has stayed nearly invariable. Gold<sup>6</sup> in (1990) argues that the century can be broken down into three periods by bringing women into the work force. From the start few married women worked, while few worked in professional occupations. Gold in argues that women's labor increased slowly because it was disgraceful for a non-professional married woman to work. As women entered the stigma of working gradually decreased and married women responded fastly. In particular, women's labors urged during second World War. Since 1960, the increase in women's employment has come primarily from young married women. Historian Susan<sup>7</sup> van Horn notes that prior to 1960 few women worked to develop careers. Since 1960 more women have chosen careers. Thus women have chosen to work for reasons other than income. Gold in terminate that demand-side explanations work well from 1940 to 1960.

### **Employment Situation of Women in Pakistan**

Women in Pakistan participate fully in economic activities in the productive and reproductive spheres. The economic value of women's activities in the reproductive sphere has not been recognized as productive and is not accounted for in the national statistics. The nature and sphere of women's productivity in the labor market is largely determined by socio-cultural and economic factors. Women do not enter the labour market on equal terms Vis-a`-via men. Their professional choices are limited due to social and cultural restriction. Women's labour power is considered inferior because of employers' to determine notion of women's primary role as homemakers. As a result of distinction against female labour, women are directed in the secondary sector of labour market. Their work is low paid, low status, casual and lacks potential upward mobility.

### **Women and Work in Punjab**

Punjab has attested a high level of economic prosperity, which has resulted in high per capita income. However, the higher level of economic development did not improve economic and social status of women in Punjab. The poor status of women in Punjab are reflected through the gender development index (GDI), which estimates the unequal success of men and women. (Human Development Index) HDI is a simple average of three dimensions indices each of which measures average achievements in a country with regard to 'A long and healthy life' Knowledge' and 'decent standard of living' <sup>8</sup>

### **Attitude of Tribal Employed and Non Employed Women toward Employment**

An insight into the investigation of attitude can be conclude that there is certain relationship between the attitude of employed and non-employed tribal women towards education and employment. Women cannot make meaningful and significant contribution to national development without education and employment. This implies that there should be greater effort by the government, non-governmental organizations and the society for the

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development. The Education enables tribal women in making significant contributions towards national development. Such practices delayed the full participation of women in education and employment. Positive attitude of tribal women towards education and employment lead to women being confidence to a great extent. This means that those obstacles that have caught up tribal women from attaining higher height in education and employment such as gender biases in the practice of patriarchy, preference male to female child among others must not be allowed to hold back tribal women’s contribution to the development of their nations in this 21st century. Women education and employment is therefore necessary for the national development.<sup>9</sup> This suggests that the Govt. should make steps for women’s management. Physical and psychological challenges should be provided with moral and political support. Also reward should be provided for those from poor background. Empowering tribal women through education has important implications for women’s economic empowerment. Education increases the women’s capability to make choices, develops self-confidence, decision-making power.<sup>10</sup>

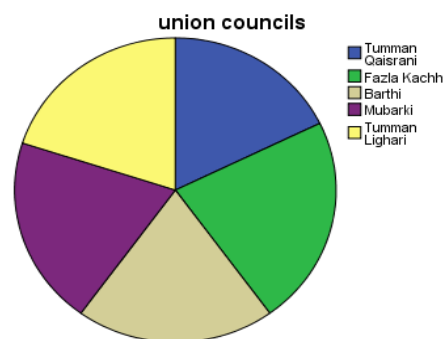
**INTERPRETATION**

This chapter deals with analysis and interpretation of collected data. Interview and questionnaire were used to collect the data from the respondents. Both descriptive and inferential Statistics were used to analyze the data. Initially description of the samples is reported in tabular form. Frequency and percentage of demographic variables worked out. Factor analysis was run on both the data sets. Frequency and percentage of responses were calculated on each item of the factor and then for the whole factor. Paired, independent Sample t-test, One Way ANOVA followed by Bonferoni as a Post Hoc test were conducted to find out the impacts of demographic variables on each factor. The results are given below in the form of the following tables.

**Demographic Description of Females**

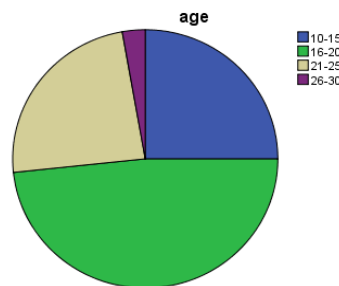
**Table 0.1: Union councils wise distribution of the respondents**

Sr.#	Union councils	Frequency	Percentage
1	TummanQaisrani	41	22.8
2	FazlaKachh	31	17.2
3	Barthi	36	20.0
4	Mubarki	30	16.7
5	TummanLighari	42	23.3
<b>Total</b>		<b>180</b>	<b>100</b>



**Table 0.2: Age wise distribution of the respondents**

Sr.	Age	Frequency	Percentage
1	10-15	45	25.0
2	16-20	87	48.3





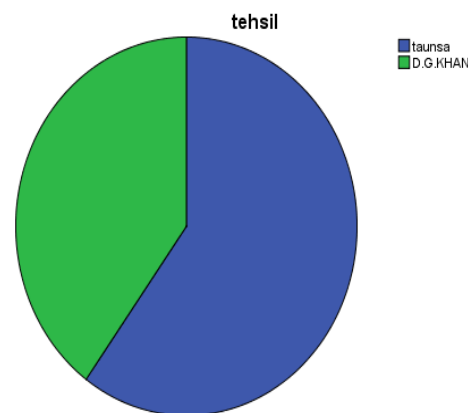
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3	21-25	43	23.9
4	26-30	5	2.8
<b>Total</b>		<b>180</b>	<b>100.0</b>

In Table 0.1 it indicates that 25.0% part of respondent's age was 10-15 years old, 16-20 years old females were 48.3%, 21-25 years old females were 23.9% and 26-30 years old females were 2.8%

Table 0.3: Tehsil wise distribution of the respondents

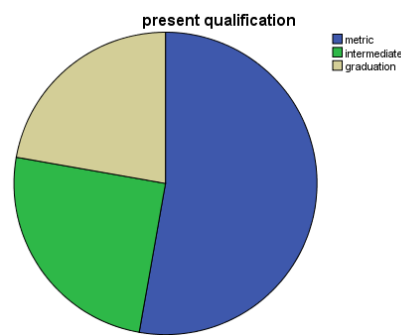
Sr. No.	Tehsils	Frequency	Percentage
1	Taunsa	108	60.0
2	D.G.KHAN	72	40.0
<b>Total</b>		<b>180</b>	<b>100.0</b>



In Table 0.2 it is shown that respondents belonged to respondents of tehsil Taunsa. Tehsil Taunsa respondents were 60% and respondents of D.G.KHAN were 40%.

Table 0.4: Present Qualification of the Respondents

Sr. No.	Present Qualification	Frequency	Percentage
1	Metric	95	52.8
2	Inter	45	25.0
3	Graduation	40	22.2
<b>Total</b>		<b>180</b>	<b>100.0</b>

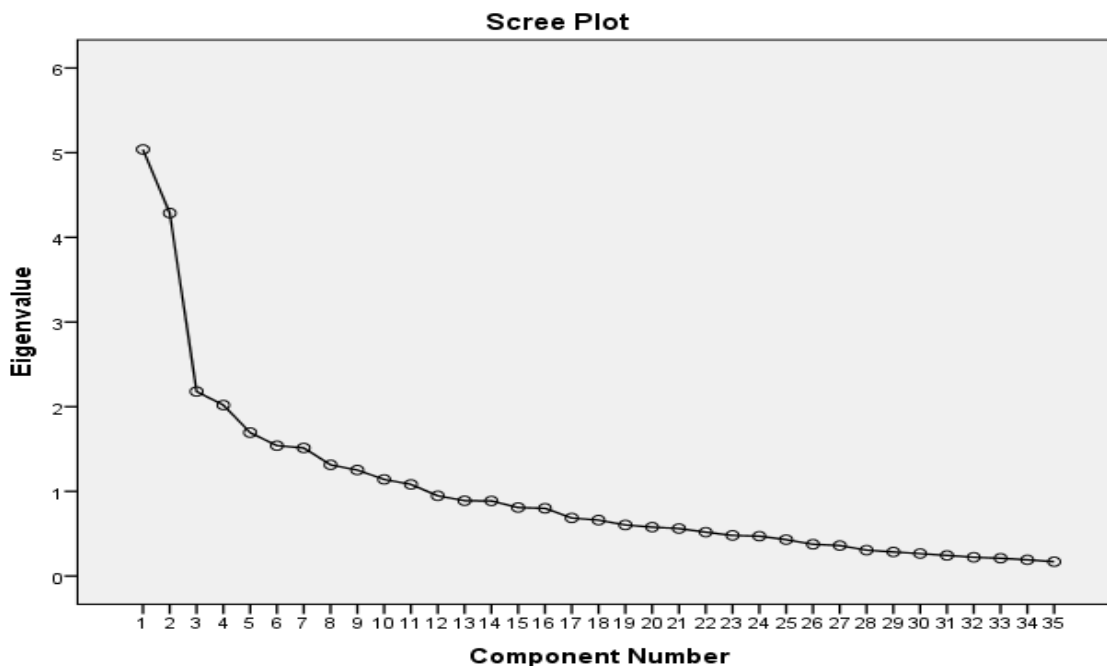


Component	Initial Eigen values			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total Variance	% of Variance	Cumulative %	Total Variance	% of Variance	Cumulative %	Total Variance	% of Variance	Cumulative %
1	5.296	14.315	14.315	5.296	14.315	14.315	4.160	11.244	11.244
2	4.307	11.641	25.956	4.307	11.641	25.956	3.649	9.862	21.106
3	2.314	6.255	32.211	2.314	6.255	32.211	3.243	8.765	29.872

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4	2.036	5.502	37.713	2.036	5.502	37.713	2.508	6.778	36.650
5	1.752	4.735	42.447	1.752	4.735	42.447	2.145	5.797	42.447

Extraction Method: Principal Component Analysis.



Qualitative Open Ended Questions Data Analysis

Total numbers item of the questionnaire were 47 and at the end of the questionnaire two questions were open ended. After interpretations of data gather from females following reasons and suggestions are analyzed.

S No	Causes	Frequency	%
1	Veil problem	10	13.88%
2	Ancient thinking of society	7	9.72%
3	Lack of parents and Teacher guidance	12	16.66%
4	Lack of education and facilities	7	9.72%
5	Circumstance for doing job is not favorable	9	12.5%
6	Transport problem	8	11.11%
7	harassment issues	9	12.5%
8	Gender issue	4	5.55%
9	Only teachings jobs for females	6	8.32%
<b>Total</b>		<b>72</b>	<b>100%</b>

Table 4.47 show the detail of causes about major problems of female's jobs in tribal areas. The respondents mention causes as 13.88% have veil problem, 9.72% Ancient thinking of society, 16.66% Lack of parents and Teacher guidance, irrespective, injustice, 9.72% Lack of education and facilities, 12.5% Circumstance for doing job is not favorable, 11.11% transport problem, 5.55% Gender issue, 12.5% harassment issues and 8.32% Only teachings jobs for



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females.

S No	Suggestion	Frequency	%
1	Build roads	6	9.67%
2	teacher role, Parents guidance	9	14.51%
3	Better transport system should be provide	17	27.41%
4	Improve the Quality education social interaction healthy environment	15	24.19%
5	Jobs opportunities in different professions for females	3	4.83%
6	Build higher secondary schools for girls	8	12.90%
7	Right and scholarship for girls	5	8.06%
<b>Total</b>		<b>62</b>	<b>100%</b>

Table 4.48 Show the detail of suggestions for overcoming the problems of women’s jobs in the tribal areas. The respondents mention suggestions as 9.67% to build roads, 14.51% teacher role, parents guidance, 27.41% better transport system should be provide, 24.19% improve the quality education social interaction healthy environment, 4.83% Jobs opportunities in different professions for females, 12.90% build higher secondary schools for girls and 8.06% Right and scholarship for girls.

**Summary**

The major purpose of the study was to examine the attitude of parents towards the employment of their daughters in tribal areas of district D.G khan Pakistan. Questionnaire developed for females on agree/disagree type four points Likert scale mainly adopted from Crandall (1986) was administered to 220 females of five union council of tribal areas. Interview conducted for parents. 81.8% females and 90% parents responded to the research tools. Factor analysis yielded 5 factors for females: parent’s attitude about their daughter’s employments in tribal areas, to identify the demographic variables on the employment of daughters in tribal areas of district Dera Ghazi Khan, to find out the attitude of parents towards the factors that effects on their daughter’s employment, to Work out the social problems of working place of females in tribal areas. Agree/disagree frequency and percentages on each item of the factor and then factor was calculated for both the data sets. The impact of demographic variables on each factors was calculated by using t-test or one way ANOVA. The findings are given below.

**Findings**

- This section describes the findings which are taken from collected data through research questionnaire. The findings have different parts based on objectives of the study:
- 83.18% respondents agreed with parent’s attitude about their daughter’s employments in tribal areas. 51.0% disagreed with the social problems and jobs in tribal areas. 50.4% agreed with socio-economic status of females in tribal areas. 73.3% respondents agreed with rights and job opportunities for females in tribal areas. 69.4% agreed with the issues for female’s employment in tribal areas.
- Majority of the respondents showing favorable view point with parent’s attitude about

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their daughter's employment in tribal areas (83.18%). More than 71% respondents agreed about equal job opportunities for females, parents allow their daughters to do job, performance of female employee is better, parents did not prefer job for their daughters due to unreasonable remuneration and significance level was .000. It was observed that tribal areas of tehsil D.G Khan were more in favor of females jobs as compared to tehsil Taunsa and significance level was .008. It was observed that UC Fazla Kachh were less in favor of female's employment as compared to Barhi, Tumman Lighari, its significance level is .000.

### **Discussion**

The major objective of the study was to find out the attitude of parents towards the employment of their daughters in tribal areas. Interview for parents and Questionnaire survey was conducted for students to reach the objective. Factor was conducted with both the data sets. Five factors for respondents: (parent's attitude about their daughter's employments in tribal areas, Social problems and jobs in tribal areas, Socio-economic status of females in tribal areas, Rights and job opportunities for females in tribal areas, issues for female's employment in tribal areas). It appeared from the examination of data that shows that parents attitude were highly effected the jobs of their daughters in tribal areas, in other hand few females said that parents attitude don't effects on their jobs .

Another objective of the study was to identify the demographic variables on the employment of daughters in tribal areas of district Dera Ghazi Khan. Half of the respondents did not show favorable view point with Social problems and jobs in tribal areas. Women harassment issues stop the ladies to do a job especially in tribal areas. Due to the veil problem job is not allowed for females in the tribal areas. Respondents disagree with parents morally support the female employee. Respondents option their favorite subject by themselves. Respondents feel that the Earning is the sole responsibility of males. Circumstance for doing job is not favorable for females in the tribal area. Working hours were not flexible for the female employee. It was observed that mothers whose qualification was intermediate were less supporting their daughters to do employment as compared to illiterate. It was observed that mothers whose occupation was works in fields, stitching and house wife were less supporting their daughters to do employment as compared to public servant, Govt. servant occupation.

Half of the respondents showed favorable view point with the socio-economic status of females in tribal areas. Respondents agreed that the legislation promotes equal participation of women's in the labor market. There was no tradition of female's job in tribal area because of the lack of resources. After getting higher education, girls should focus their family life. Girls should focus their family life after getting higher education, Working women were financially independent. It was observed that in a family whose females are teachers and doctors was less supporting their daughters to do job as compared to nurse.

Parents do not doing job their daughters in Public schools; because of the schools without buildings and other facilities like electricity, drinking water, sanitation, boundary walls etc and insufficient numbers of schools and their weak management and monitoring system. The parents who have desire to do employment their daughters and are striving for their daughters' employment. Some of them have resources like tribal chiefs, government servants, businessmen etc. They migrated to urban areas which had adequate employment facilities. The people who did not have resources for migration were settled in the tribal areas with a

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hope for better future of their daughters.

### **Conclusion**

Afterward analysis of the data collected from parents and female's consequential deductions were drawn: The major objective of the study was to find out the attitude of parents towards the employment of their daughters. Those include parents value their daughter's wishes, honor to rely on their daughters income, parents allow their daughters to do job due to the tribal traditions, working women have higher social status, performance of female employee is better, customs of Pardha stop the employment of ladies, education for girls is necessary, Parents don't prefer job for their daughters due to unreasonable remuneration. It was observed that there was no effect of female present education on the attitude of parents. Because if they wanted that their daughters did jobs then they must allowed their daughters but if parents did not wanted that their daughters do jobs then their present qualification did not matter for their parents. It was concluded that the transport problem is a serious issue for female employee in tribal areas. Another objective was to identify the demographic variables on the employment of daughters in tribal areas of district Dera Ghazi Khan. Those include girls should focus their family life after getting higher education, working women are financially independent, legislation promotes equal participation of women's in the labor market, female are less concerned in men's activities in tribal areas.

After the analysis of the data collected by respondents following factors were identified which effects on female's employment. Those include the social problems which were women harassment issues stop the ladies to do a job, due to veil problem job was not allowed for females, parents morally support the female employee, opt their favorite subject by them self, earning is the sole responsibility of males, job opportunities are available for girls, circumstance for doing job is favorable for females. Parents do not doing job their daughters in Public schools; because of the schools without buildings and other facilities like electricity, drinking water, sanitation, boundary walls etc and insufficient numbers of schools and their weak management and monitoring system. The parents who have desire to do employment their daughters and are striving for their daughters' employment. Some of them have resources like tribal chiefs, government servants, businessmen etc. They migrated to urban areas which had adequate employment facilities. The people who did not have resources for migration were settled in the tribal areas with a hope for better future of their daughters. Another objective was to work out the social problems of working place of females in tribal areas. The opinion of working ladies matter in family related decisions. The teaching profession is the delighted profession for women. Job for female is banned in my family due to tribal customs. Far away placement was the major barrier for female employment in the tribal areas. The Gender issue was serious barrier for female job in tribal areas. It was observed that there was no significant effect of number of sisters on the employment of females in tribal areas. If the number of sister has more or less the parents' attitude could not change for the employment of their daughters.

### **Recommendations**

In the light of findings of the study, following recommendations were made:

1. To develop or capacitate, self-reliant, self-respect, promoting strengthening and

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- growing community based women oriented society, sustainable development initiatives could be undertaken for marginalized the society.
2. The government should build elementary and secondary schools for girls and also give opportunities to female's employment in different professions. It will support the female employment.
  3. The government should focus empowerment of schedule tribe women and allocate separate funds throughout the five years plan. Education and nourishment should be selected key focus areas, as well; women should be provided sufficient opportunities for economic development, based upon the habitual skills, women should also be provided extra skills for value additions to the produces.
  4. Providing transport facility to female jobbies and special incentives for the teachers serving in remote tribal areas can be proved helpful in this regard.
  5. Employment facilities will be provided for females in the areas than greater part of parents will start their daughters' employment and consequently the behaviors of such people, who are fewer in numbers and opposed girls' employment, will be changed.

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