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## Does Labour Participation Lead to Empowerment? The Case of Women in Potato Production in Pakistan

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AARES 58<sup>th</sup> Annual Conference  
Port Macquarie  
4-6 February 2014



## Outline

- \* Introduction
- \* Research problem
- \* Research questions
- \* Objectives
- \* Methods
- \* Findings
- \* Conclusion & policy implications

## Introduction

- \* Women in Pakistan participate in agriculture from crop production activities to marketing
- \* Predominantly active in livestock sector including large & small livestock Women are also involved in handicraft & other revenue-generating activities



## Research problem

- \* Despite multiple roles, Pakistani women's income is lower than males (World Economic Forum 2012)
  - F:\$940; M: \$4528); Female: Male = 0.21
- \* Limited recognition of women's work has led to widening income disparities between males and females which disempowers women and under-utilise their potential
- \* Many researchers have indicated that participation in economic activities leads to empowerment
- \* Is this true in the case of rural Pakistan given the socio-cultural & political situation?

## Research questions

- \* **Are women in rural Pakistan empowered?**
- \* **What factors influence women's empowerment?**
- \* **Does participation in economic activities lead to empowerment in Pakistan?**

## What is empowerment?

- Empowerment is a multidimensional phenomenon of creating self-sufficiency, self-confidence and acquisition of strength both at individual and collective level in cognitive, political, social, spiritual, psychological and economic perspective (Luttrell and Quiroz, 2009; Mosedale, 2005 and Stromquist, 1995)
- Ability to make decisions and act on them

“An empowered person is someone who has the power to decide — to say, if they have land, ‘Well, I can go farm, I can grow crops, I can plant seeds’—or if they have animals, to say, ‘I can sell them without going to ask permission.’ This is a person who has the power to decide about their things, their life, their actions.”

Woman, Guatemala, 39 years old (USAID)

## Objectives

- \* Determine empowerment index of men and women in agriculture in Pakistan
- \* Determine the factors influencing women's empowerment
- \* Find out whether there is a relationship between women's labour participation and their empowerment

## Research method

- \* Research site: Hazara Division, Pakistan
- \* Sample - 150 respondents in Hazara Division
- \* 89 females & 61 males
- \* Sampling method
  - \* Stratified random sampling
    - Abbottabad District- 75 (15/ village x 5)
    - Mansehra District - 75 (15/ village x 5)



## Research method cont...

- \* Data collection
  - Primary data collected through survey interviews in 2012
  - Structured questionnaire
- Data analysis
  - Descriptive statistics, chi-square test and correlation analysis)
  - Regression analysis - to evaluate relationship between the level of participation and women empowerment
  - Women empowerment in agriculture index (WEAI)
  - Statistical Package for Social Sciences (SPSS)

## IFPRI WEAI model

Figure 1: Domains of empowerment in the WEAI

| Domain     | Indicator                             | Weight |
|------------|---------------------------------------|--------|
| Production | Input in productive decisions         | 1/10   |
|            | Autonomy in production                | 1/10   |
| Resources  | Ownership of asset                    | 1/15   |
|            | Purchase, sale, or transfer of assets | 1/15   |
|            | Access to and decisions about credit  | 1/15   |
| Income     | Control over use of income            | 1/5    |
| Leadership | Group member                          | 1/10   |
|            | Speaking in public                    | 1/10   |
| Time       | Workload                              | 1/10   |
|            | Leisure                               | 1/10   |

## Women empowerment agriculture index (WEAI)

$$C_i = W_1I_1 + W_2I_2 + \dots + W_dI_d$$

Where:

$I_i = 1$  if person achieves adequacy and  $I_i = 0$  if otherwise

$W$  = weight given to indicator  $I$  with  $\sum_{i=1}^d W_i = 1$ .

## Results

**Table 1: Respondents empowerment status**

| Gender | Empowered |    | Not empowered |    |
|--------|-----------|----|---------------|----|
|        | No.       | %  | No.           | %  |
| Male   | 20        | 33 | 41            | 67 |
| Female | 10        | 11 | 79            | 88 |

## Results cont.

**Table 2: Domains of empowerment for men and women**

| Domains    | Indicators                      | Men %     | Women %   |
|------------|---------------------------------|-----------|-----------|
| Production | Input into productive decisions | <b>87</b> | <b>51</b> |
|            | Autonomy in production          | 77        | 40        |
| Resources  | Ownership of assets             | 62        | 48        |
|            | Purchase/sale/transfer decision | <b>82</b> | 44        |
|            | Access to decision about credit | 57        | 20        |
| Income     | Control over use of income      | 69        | 38        |
| Leadership | Group member                    | 72        | 25        |
|            | Speaking in public              | <b>84</b> | 30        |
| Time       | Workload                        | 72        | <b>74</b> |
|            | Leisure                         | 59        | 40        |

- **Men are more empowered than women in all domains**
- **Key areas for men:**
  - \* production,
  - \* leadership
- **Key areas for women:**
  - \* Time (Workload)
  - \* Production

**Table 3: Factors influencing women's empowerment**

| Variable   | Beta coefficients   |
|--|---------------------|
| Age of respondents                                   | 0.000               |
| Experience   | 0.001               |
| <b>Education</b>                                     | <b>0.100**</b>      |
| Household size                                       | -0.005              |
| <b>Total income</b>                                  | <b>7.350E-007**</b> |
| <b>Participation in crop production (Time spent)</b> | <b>0.020*</b>       |
| <b>Access to credit</b>                              | <b>0.094**</b>      |
| <b>Size of farm</b>                                  | <b>0.030*</b>       |
| Participation in other business activities           | 0.005               |
| Participation in large livestock                     | 0.035               |
| <b>Participation in off-farm work</b>                | <b>0.072**</b>      |
| Participation in poultry                             | 0.036               |

$R^2 = 0.907$   
F sig = 0.000



## Conclusion & policy implications

- Pakistani men are more empowered than women in all domains
- Factors that significantly affect empowerment are: **education, credit, participation in off-farm work, income** (highly significant); **participation in crop production, farm size** (significant)
- Significant positive effect of labour participation in potato production & off-farm work on women's empowerment status

## Conclusion & policy implications cont.

- Emphasis should be given on programs that encourage education for women and girls.
  - “Education is the source of power for women”*
  - “Education empowers girls to raise their voices, to unlock their potential, and to demand change”*
  - Malala Yousafzai*
- Strategies to improve women's access to credit is important
- Given women's multiple roles, tools to assist women reduce drudgery and help them do their work easier (but not displace them) is important
- Finally, women need equal access to resources so that can reach their full potential and maximise their contribution to society.

