

## **Men's Perception Regarding Women Economic Empowerment in Rural Khyber Pakhtunkhwa, Pakistan.**

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### **Abstract**

Main objective of this research paper is to explore the men's perception regarding women empowerment in the economic field. The study was conducted in the rural area of district Dir lower, Khyber Pakhtunkhwa, Pakistan, through measurement of variables as obstacle to women economic stability and empowerment i.e. attitude of male towards women economic stability, restriction on women to work, economic opportunities, cultural and religious constrains and attitude towards working women. The study summed up with uni-variate and bi-variate analysis. Main outcomes of the study are, Joint family pattern is very common in rural traditional society. People are less educated, low level of earning as compare to the economic necessities. Economic empowerment of women are not prevalent due to women exposures to various cultural practices in rural traditional society. Lack of economic opportunity, denial from inheritance right, dependency on male, disagreement of male on certain jobs with women and lack of suitable self-employment opportunities brought desolations to women. Economic empowerment of women are associated with lack of information from current jobs opening, dependencies of women on male while applying for a particular economic opportunity, attitude of male that women must take care of their like and dislike while seeking job are the major factors with contributes to women economic disempowerment significantly.

**Keywords:** Cultural restriction, religious restriction, joint family, early marriage and women dependencies in economic field.

Khyber Pakhtunkhwa, being rural part of the country, where in 70% of the population lives in rural areas, out of which 51% population is composed of women folk. The main profession of the people living in this part is farming, due to lack of industrial development. The existing industrial set up is agro based utilizing the local raw material which is unable to cater the needs of people living in this province. Per capita income in this province is quite low as compare to other provinces of the country i.e. Punjab and Sind. The rural social structure in Khyber Pakhtunkhwa gives authority and key role to male population, while the women, being 51% of the whole population are ignored and they live as a paralyzed organ. They are not allowed to take part in political activities and decision making for the national development. Men are enjoying the authority of thumb rule as a father, husband and religious leaders, while many taboos are implemented against women folk who try to participate in community services (Taylor, 1971; Naz, 2012; Mehta, 2011, Haider et al., 2014, & Daraz, 2012). In Pakistan, especially in rural Khyber

Pakhtunkhwa women are primarily involved in agriculture, reproductive work, child care and household duties. Share of women's works or her contributions are ignored and remain invisible, because any independent economic involvement outside the household do not exist due to strict Pashtun culture (Momsen, 2006). Male members are responsible for the earning activities and economic responsibilities as traditionally they have remained the leaders of the family (Chaudhry, 2007). Shortly we can say that men and women are considered separate entity having different composition and psychological limits (Men from mars and women from Venus) (Iqbal et al., 2014).

Universally empowerment is a comprehensive phenomenon which is bound to give an equal share to women in various domains such as political, educational, economic, religious, socio-cultural and many other spheres of life. It is just to make them capable to deliver as an equal partner to men in the society. The process of decision making is the part of empowerment which gives authority to women and enhance their status to make them capable to work shoulder to shoulder with men in the society (UN, 2005). In Pakistan, most of the rural women are restricted to express their desire regarding mate selection, family decisions or even family size because of the reason that they dwell in joint family system. Most of the Pashtun women are also forcefully get denied of their right to divorce, while the male members are enjoying the same authority (Ali & Sultan, 1999; Naz, 2012; Desai, 2011; Kristof, 2009; Mariam, 2014, Handy, 2004; Ullah 2016 & Gholipour, 2009).

### **Justification of the study**

Men and women are two essential pillars for any societal growth and development of the country. The empowerment of both men and women is an integral need of the day. An empowered women has the ability to earn an independent income, be employed, educated and has the right to ownership, it also indicates women's self-actualization, influence and social movement. In Khyber Pakhtunkhwa women are expected not to be primary earning members but be primary caregivers to the family. They are expected to remain involved in the domestic activities or take up jobs which are less ambitious or adventurous (Ullah & Ahmad, 2012). According to many research studies in rural Khyber Pakhtunkhwa, women's responsibilities mainly included agricultural activities, which do not include in the household tasks, therefore, most of women's work remain invisible and ignored by the rural societies (Khan et al., 2012). Men are considered responsible for economic activities and have traditionally always remained head of the household (Naz et al., 2011).

In an academic world overly represented by western feminist gender studies addressed to change women's passive and vulnerable role in developing countries, there are few studies that aim to rethink and understand role of men. Despite a state's official amendments to enhance

women's authority and rights, patriarchy has largely influenced the culture of Khyber Pakhtunkhwa, which has created opportunities to build generalizations of third world women. It has portrayed women as marginalized and creates an obstacle for women's empowerment (Naz et al., 2011). It is therefore, significant to consider the perception of gender roles beneath the surface, integrating men. There is currently ongoing trend of developments for women in Pakistan, with institutional aid and social activities, women are increasing their influence (Rehman & Ansari, 2015). After a large period of oppression and masculinity, it is obligatory not only to develop new laws, but also a radical change in society's outlook to make a difference. The mindset of the society is needed to be changed towards women empowerment. The main reason behind women's less empowered and invisible role is the no involvement of males in the women empowerment activities (Asiyanbola, 2015). Women's empowerment is a huge deal and will lead to empowerment of men on its own. There is no need for a separate men's empowerment movement. It is believed that when women are empowered, men will automatically have a better world to live (Mehra, 1997).

This study is an attempt to understand the men's perception regarding women empowerment in rural Khyber Pakhtunkhwa. In order to understand the changing roles of women, the traditional roles of men, as head of the household, breadwinner and sole decision-maker need to be reconsidered and whether, or not they find themselves disempowered by women's politicizing roles. This study is based on innovative attempt to discover the new realities of life associates the topic under consideration, moreover it would help policy makers to utilize the recommendations and major findings of the study which will help to device such a strategy for women empowerment which is adjustable in the traditional set up and to anticipate further for designing working methodologies to address the issue.

### **Literature Review**

#### **General View about Women Economic Empowerment**

Women economic empowerment is the ability to take part in, have a say and benefit from the processes of growth and development, in such ways which can identify the values of women contribution, respect their self-esteem and make it possible to discuss a fairer distribution of the benefits of development (Eyben, 2008). Economic independency enhance women's access and control over economic resources and opportunities like financial services, property, jobs and other fruitful assists, market information and skills development (Eugen, 2102). Empowerment and economic participation of women are elementary in strengthening women's civil rights, exerting influence in the society and enabling women to have full control over their lives and activities and support their families (MFA, 2010). It is regarding shaping just an unbiased society with the representation in high paid jobs. Women

frequently face bias and persistent gender discrimination, prejudice and execution because of various factors such as caste or ethnicity or only because of being female. In global scenario women generate 50% of the world food, perform 66% of the world's work, and yet earn only 10% of the income and own only 1% of the property. Whether the problem is enhancing education ratio in the developing world, or addressing nearly any other challenges we face, or fighting climate change, women empowerment is a critical part of the equation (Clinton, 2009). Women economic empowerment is must for sustainable development, growth and for the attainment of all the millennium development goals (MGDs). Empowered women and gender equality are catalysts for various development struggles. Investments in gender equality result maximum returns of all development investments (Oswald, 2012). Usually women invest a greater quantity of their income in their communities and families as compared to men. Study conducted in Brazil shows that when the mother control income of the household, probability of a saving options increase by 20% (World Bank, 2010). In rural cultures the concept is a little bit different, they think that women's economic empowerment will challenge the men's authority in the area. That is why they do not let their females to get educate and to participate in political and economic activities.

### **Khyber Pakhtunkhwa and Women Empowerment**

In the traditional rural communities of Khyber Pakhtunkhwa, women has no or very minimal involvement in economic activities. She gets few opportunities, while all the economic activities are in the hands of male members. Males are responsible to carry out all the economic activities and women remain dependent for the fulfillment of their basic rights. Men give a portion of their income to wife or female of the family for house hold expenditure. In most of the cases women are bound to spend her earning under the instructions of male counterpart. They have no or very less freedom to get what they want with their own choice. Male have no interest in women's employment and income generating activities, and think that it contributes to women's bad luck. They do not let their female to work for earning money because of the reason that their income is consider as sign of covertness for kinsman (Weber & Ahmad, 2014). Additionally, Muhammad (2010) explored that in traditional communities' earnings of female is not considered respectable and a good sign for the family honor especially for her husband or brother. Her earning is considered as a shameful act or a sign of covertness, due to which they do not allow women to go far or to work outside the village for earning activities.

### **Rural Women and Empowerment**

According to (Tariq et al., 2008) rural women are kept silent in the name of family honor, good character and religion. Women's

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expression of opinion is considered against the family honor. In Pashtun society, those women who express their opinion in front of family are considered as having less religious faith in them. In many areas Pashtun females are hardly allowed to express their opinion in matters of influence due to family honor, culture and religion. She do not get importance and status according to the work and duties which she perform in routine life (Tariq & Ashfaq, 2008 & Ghazi, 2010). In rural cultures the power of decisions and the right of final word remains in the hand of male. They are the sole earning hand of the family that is why they have more power to decide about the fate of their family members especially for females. Their decision is considered absolute and final word in any situation. The dominant role of male in decision making and the forceful execution of these decisions over female push women aside from the process of empowerment (William, 2003).

### **Research Methodology**

The present research study was a cross sectional study generally called as one shot study. Cross sectional design gives a complete picture of the situation prevailing at the time of research study (Babbie, 1989).

#### **Universe of the Study**

The present study was limited to five villages of district Dir Khyber Pakhtunkhwa namely (Otal, Shontala, Paty, Shegai & Khadango) each village has a sampled representative on the basis of total number of respondents. The appropriateness of allocation of sample was acquired through the proportional allocation method. These villages were selected due to their traditional rural structure and the researcher's familiarity with the environment of the area.

#### **Sample Size**

Total population of the study universe is composed of 775 household. According to Sekaran for a population of 775 a sample size of 272 respondents was considered sufficient (Sekaran, 2016). The sample size was taken on stratified random procedure from their respective population through proportional allocation method ( $n1=K*n/N$ ) given by Kumar (2014).

#### **Data Collection and Analysis**

For primary data collection, a complete and well thought out interview schedule was designed through likert scale, covering all the fundamental sections of the research study. The dependent variable (Men's perception regarding women empowerment) was indexed and cross tabulated with independent variables (Economic Empowerment) while putting in execution of the data through application of Chi-square test statistics to determine the degree of association between dependent and independent variables. It has been designed by taking inputs from review of literature and taking into consideration the local social scenario. The interview schedule was pre-tested for its significance to the

study objectives, and to remove ambiguities and inconsistencies before collection of actual data.

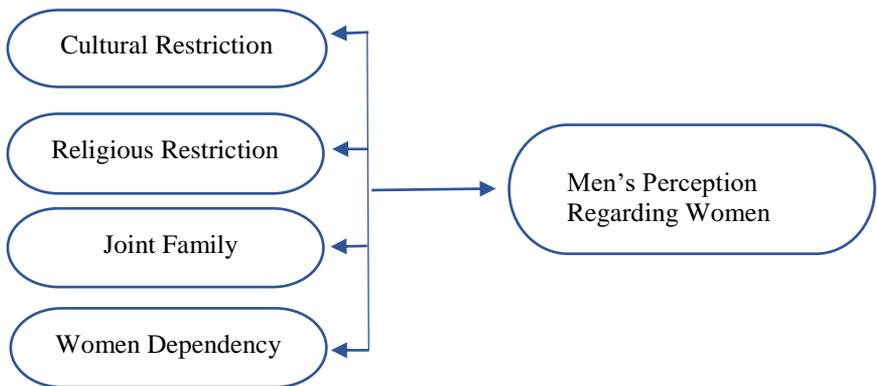
### **Data Sources**

Beside literature review and survey other important offices were contacted i.e district administration office, social welfare office and local bodies' offices for obtaining important statistical figures for this specific study.

### **Conceptual framework**

Conceptual framework of the research study included following dependent and independent variables. All the independent variables were probed in the jurisdiction of family.

### **Conceptual Framework**



### **Percentage and frequency distribution of economic aspect of women empowerment and men's perception**

Empowerment of women in economic sphere is the capacity of women to participate, contribute and to benefit from the process of growth and development, in such a way which recognize the value of their contributions and respect their dignity (Eyben, 2008). Economic empowerment increase the access of women to economic resources, facilities, opportunities and strengthening of women's rights. It enable women to have control over their lives and exert influence in society (MFA, 2010). Economic empowerment is pre-requisite for growth and achievement of millennium development goals. It work as a catalyst for multiple development efforts (Oswald, 2012). In traditional Khyber Pakhtunkhwa women have very less chance and access to pursue economic opportunities. Male are responsible for all economic activities and women depend on them for the fulfillment of their basic necessities. Women spend their earning under the supervision of male partners (Weber & Ahmad, 2014).

Table 1 shows that majority (80.5 percent) of the respondents were of the opinion that, male are the sole earning hand in rural areas. Men are responsible for the fulfillment of monetary necessities of the family members. While (71.0 percent) of the respondents were of the opinion that, men give a portion of their income to wife or female members for household expenditures independently. Furthermore, due to conservative culture women are not allowed to work even having the ability, competencies and knowledge. Data disclosed that (66.2 percent) of the respondents were of the opinion that majority of the women in our society are not allowed to work due to family pressure and honor. Findings of the study is supported by (Weber & Ahmad, 2014) stated that, men carries all the economic activities in rural areas and responsible for the fulfillment of monetary needs of the family. Moreover, in rural areas men gives a portion of income to women for household expenditure during their absence, because majority of the males are working outside the village or abroad.

Likewise, (72.4 percent) of the respondents respond that, many people do not allow their female to work outside because of the joint family pressure. According to (Azam, 2010) family types is having great influence on the empowerment of women. In joint family system due to male superiority women are not allowed to work or to control the economic resources. In this regards (82.0 percent) respondents respond that, women are not allowed to go far and wide in search of jobs because of their family and society strict norms and tradition. (Ghazi, 2010). In very few cases if some females get a chance to work out side or work as a school teacher. Females remain bound and dependent on their males while, applying for a particular job (89.7 percent) answered. In addition majority i.e. (62.1 percent) argued that, they do not let their female to work out side because they considered women income a sign of covertness for kinsmen. In answer to a question that female have total access and control over her earnings (65.3 percent) respondents showed positive response. In connection to this (59.9 percent) of the respondents were of the opinion that women in Pashtun society cannot use their right to have or share in inheritance without the consent of male members. Finding of the study were in line with (Shapiro, 1981; Ullah, 2016; Malik, 2012 & Naz & Ahmad, 2012) they stated that, in rural areas there is no clear cut rule present about the right of women inheritance. Males always influence women on inheritance right issue and in the use of inheritance right.

Besides, (61.4 percent) argued that educated women in rural areas are not informed from the current job opening. Finding of the study were supported by (Naqvi & Shahnaz, 2002, Ullah, 2016 & Azam, 2010) that, beside so many other reasons, transportation and means of communication are less in rural areas. Similarly, rural areas lack in mass media facilities due to which female remain uninformed from current job openings. On the other side dependency on males while applying for a

particular job also make them inactive towards new venues. Majority (52.2 percent) of the respondents were of the view that, in our society women are allowed to work as a self-employer in non-farm activities as business women. Most of the rural women are expert in various hand made products i.e. poultry, kitchen gardening etc. Finding of the study were supported by (Mumtaz & Shaheed, 1987) who stated that, in rural areas 70 to 80 percent of women are self-employed and engaged in self-businesses inside the households on small scale. While (89.0 percent) respondents disclosed that due to the dominant role of male and the power of decision making women are bound to take permission and are compel to take care of likes and dislikes of males in priority while seeking job or self-business. Findings are in line with (Naqvi & Shahnaz, 2002) stated that, women are dependent on male to get employment and majority of male did not allow women to do employment. Moreover, in traditional societies earning of female is considered as or bad sign for the family and especially for the husband or brother. Female earning is considered shameful as a result they do not allow women to be involved in earning activities.

*Table 1. Presenting percentage and frequency distribution regarding economic aspect of women empowerment and men’s perception*

Economic Aspect	Response			Total
	Agree	Uncertain	Disagree	
As male you are the sole earning hand of the family	219 (80.5%)	8.0 (2.9%)	45 (16.5%)	272 (100%)
As male you give a portion of your income to your wife/female member for house hold expenditures independently	193 (71.0%)	03 (1.1%)	76 (27.9%)	272 (100%)
Women are not allowed to work due to family pressure and honor	180 (66.2%)	1.0 (0.4%)	91 (33.5%)	272 (100%)
In joint family female members are not allowed to work outside the village	197 (72.4%)	3.0 (1.1%)	72 (26.5)	272 (100%)
Women are not allowed to go far and wide in search of jobs	223 (82.0%)	0.0 (0%)	49 (18.0%)	272 (100%)
Women are dependent on male while applying for a particular job	244 (89.7%)	1.0 (0.4%)	27 (9.9%)	272 (100%)
Women income is considered as a sign of covertness for male	169 (62.1%)	1.0 (0.4%)	102 (37.5%)	272 (100%)
Female have total access and control over her earnings	153 (56.3%)	2.0 (0.7%)	117 (43.0%)	272 (100%)
Women can use their share of inheritance without the consent of male member	101 (37.9)	08 (2.9%)	163 (59.9%)	272 (100%)
Women are well informed from current jobs opening	103 (37.9%)	2.0 (0.7%)	167 (61.4%)	272 (100%)

Women are allowed to work as a self-employer in non-form activities to cope their financial needs	142 (52.2%)	5.0 (1.8%)	125 (46.0%)	272 (100%)
Women are compelled to take care of the likes and dislikes of male while seeking job or self-business.	242 (89.0%)	4.0 (1.5%)	26 (9.6%)	272 (100%)

**\*Values in each cell indicate frequency and parenthesis show percentages.**

### **Association between economic aspect of empowerment and men's perception regarding women empowerment**

Moser (1991) discussed that, there is a deep relation between women economic empowerment and development, without women economic stability development is not possible. Women economic status and stability varies from society to society. In developing countries women economic conditions are too harsh is compared to developed countries. Women rely upon male for their economic needs, security and protection. The culture and tradition of Khyber Pakhtunkhwa is very strict especially in rural areas, which sideline women from earning activities. Culture of rural communities are stricter than religion to impose restrictions on women economic participation. However, due to urbanization and many other factors many changes can be observed in rural people. This attitudinal change is just to uplift there family economic condition and for the comparison with the urbanities.

Association between economic aspect of empowerment and men's perception regarding women empowerment is explored in table 4.2.5. The table shows a non-significant association between men as a sole earning hand of family and men's perception regarding women empowerment. Men in rural areas are always responsible for the outdoor affairs and earning activities. He is responsible for the fulfillment of family economic needs while women have to perform the indoor activities. This division is based on the biological structure of male and female and the associated social attributes (Weber & Ahmad, 2014). Similarly, a non-significant association was also noticed between men give a portion of income to wife/female for expenditure and men's perception regarding women empowerment. In rural areas majority of people working outside the village or abroad therefore, give/send a portion of income to females for family expenditure. These activities promote a sense of responsibility and empowerment among women. Moreover, a non-significant association was also observed between that eligible and competent women are not allowed to work and men's perception regarding women empowerment. The data explored that those women who are having eligibility and competencies are allowed to earn, they are involved in earning activities but the ratio of working women in rural areas is very low. Respondents were of the opinion that, in their

area very few women were engaged in profession of teaching, while other were involved in home business, such as farming and poultry etc. (Abrams, 1989). Research show that, women disempowerment is not only due to the attitude of rural people that they do not allow women to work while having competencies and ability, but it is due to deficiency of competent women in rural areas which arise due to lack of education, nonexistence of political participation, absence of proper socialization and rigid cultural values, which creates hurdle to produce competent women. Finding of the present study is supported by (Murthy, 1987; Habib, 1996; Malik, 1996 & Bundra, 1986) that due to lack of educational facilities to women, lack of political awareness, economic constrains and cultural discrimination rural society is not able to produce competent women to work shoulder by shoulder with men. A non-significant association was also noticed between that female are not allowed to work as a self-employer inside home and men's perception regarding women empowerment. Which means that women engagement in such activities will lead women towards empowerment. Finding of the present study is supported by (Boesen, 2012 & Mumtaz & Shaheed, 1987) stated that, women involvement in earning activities inside home while preparing handmade and sample machine products play significant role in their empowerment.

Moreover, a highly significant association ( $P < 0.05$ ) was observed between dependencies of women on male while applying for a particular economic opportunity and men's perception regarding women empowerment. Data disclosed that dependency of women on male while applying for a particular job is also a hurdle in the way of their empowerment. In rural areas due to restriction on women to go outside home and to public offices makes them dependent on males to apply for certain economic opportunities. Finding is supported by (Naqvi & Shahnaz, 2002) stated that, such dependency of women on male leads to their disempowerment. Furthermore, a non-significant association was also found between male negative attitude towards women income, restriction on female to work outside the village and men's perception regarding women empowerment. Although the literature review support that in rural communities female earning is not considered as a good sign for the family, especially for the husband or brother. Her earning is considered shameful due to which they do not allow them to go for earning outside home (Azam, 2010 & Haq, 2000). In addition, a non-significant association was also found between lack of economic resources which restrict women mobility in search of job and men's perception regarding women empowerment. Which means that it is not the economic resources only which restrict women mobility to get suitable job rather due to some other factors i.e. responsibility of home management, lack of transportation and communication, responsibilities of children and conservative culture which restrict women to go outside in search of jobs. Finding is supported by Asian Development Bank,

(2000) report explored that, men are in favor to confine women inside the boundary wall of house and do not permit/like women to go outside for earning. Women are confined to the boundary wall in rural areas in the name of Purda and other social taboos (Lata, 1990 and Merry, 2009).

A non-significant association was observed between that in Pashtun society women can use her earning and inheritance share according to her own choice and men's perception regarding women empowerment. As mentioned above a very few number of female were involved in earning activities outside the home, while some of them worked as self-employer. They can spend their income with proper consent of male/husband which leads to family integration. On the other side women cannot use their full share of inheritance without the consent of their male members of the family. They are not empowered to sell or buy properties by their own choice. Finding is supported by (Shapiro, 1981; Malik, 2012; Naz & Ahmad, 2012) stated that, men influence women to spend their earning and inheritance according to their consent, which do not lead women to empowerment. A significant association ( $P < 0.05$ ) was found between women lack of information from current jobs openings and men's perception about women empowerment. In most of the rural areas due to unawareness from the employment opportunities and its benefits. People do not give any attention to educate female or to prepare them for those opportunities. The attitude that women are for home play vital role in women unawareness from employment opportunities, it can be one of the cause which leads women to disempowerment (Naz & Ahmad, 2012). Further (Azam, 2010) stated that, due to lack of modern facilities and restrictions on access to modern facilities i.e. internet, newspaper and T.V women are not informed from the current jobs openings.

A highly significant association ( $P < 0.05$ ) was found between the attitude of male that women must take care of their likes and dislikes while seeking job and men's perception regarding women empowerment. In rural areas an autocratic attitude of some of the male members towards female that they will take care of their likes and dislikes while applying for jobs, restrict the limited number of competent females to flourish their skills. Further, it prevent other poor women to engage in low wage employment. Finding is supported by (Naqvi & Shahnaz, 2002) He stated that, due to likes and dislikes of men's regarding women selection of economic activities. She remain secluded from many opportunities to enhance her skills and to uplift her status in the society.

Table 2. *Presenting association between economic aspect of empowerment and men's perception regarding women empowerment*

<b>Independent Variable (Economic Aspect)</b>	<b>Dependent Variable</b>	<b>Statistics</b>
As male you are the sole earning hand of the family	Men's perception regarding women	$\chi^2=0.734$ (0.693)

	empowerment	
As male you give a portion of your income to your wife/female member for house hold expenditures independently	Men's perception regarding women empowerment	$\chi^2=1.242$ (0.537)
Women are not allowed to work due to family pressure and honor	Men's perception regarding women empowerment	$\chi^2=1.550$ (0.461)
In joint family female members are not allowed to work outside the village	Men's perception regarding women empowerment	$\chi^2=1.155$ (0.561)
Women are allowed to work as a self-employer to fulfill their needs	Men's perception regarding women empowerment	$\chi^2=2.777$ (0.249)
Women are dependent on male while applying for a particular job	Men's perception regarding women empowerment	$\chi^2=71.976$ (0.000)
Women income is considered as a sign of covertness for male	Men's perception regarding women empowerment	$\chi^2=1.849$ (0.397)
Women are not allowed to go far and wide in search of jobs	Men's perception regarding women empowerment	$\chi^2=0.667$ (0.550)
Women can use their share of inheritance without the consent of male members	Men's perception regarding women empowerment	$\chi^2=2.029$ (0.363)
Women are well informed from current jobs	Men's perception regarding women empowerment	$\chi^2=9.495$ (0.005)
Women are compelled to take care of the likes and dislikes of male while seeking job or self-business	Men's perception regarding women empowerment	$\chi^2=28.701$ (0.000)

**\*Value in each cell indicate Chi-square and parenthesis values show significance at 0.5 level of confidence**

### **Conclusion and Recommendation.**

Main objective of this research paper is to explore the perception of men regarding the economic empowerment of women. The research paper explored that pattern of living in joint family was very common in rural traditional society. People were less educated, their earning was low as compare to the economic necessities working on lower ranks jobs. Discrimination in economic field like restriction on women work, consideration of women as an entity who have no earning capacity and intellect, anti-social attitude against working women, lack of awareness from economic opportunities, minimal permission towards work and self-employment opportunities, restriction over mobility, taking care of likes and dislikes of men in all decisions, earning of female is considered

as a shameful act or a sign of covertness, were the major hurdles in the way of women economic empowerment in the rural traditional society.

### **Recommendations**

1. Parents must be sensitized through various social awareness programs through media and awareness campaigns to give equal importance to male and female. They must be given the awareness that they do not associate the female future with husband future or fate.
2. Social movements must be initiated and such people must be encouraged who want to eradicate the ill cultural practices against women. Awareness among common masses should be created through campaign about the role of women which she can play in local, national and international development.
3. Employment opportunities must be provided to women and special quota must be given in employment to the rural women.
4. Strict code of conduct must be implemented in working areas to regulate the behaviors of male and female and strict disciplinary actions must be initiated against those who fail to follow.
5. Scholarship must be given to the female students in rural areas to encourage them for higher studies and further progress.
6. Basic skills of self-employment business must be provided to the rural women by the government, NGO's or rural organizations.
7. Rural women must be encouraged to establish rural social organizations to alter their condition by solving their problems by their own.

### **Discussion**

There are various requirements of modern developed society without fulfilling these requirements a society cannot place itself on the road of development socially, economically and politically. The culture of the society must have the potentiality and flexibility to absorb those changes which are necessary for development. Women empowerment is among one of those main factors which can put a society on the track of development. Based on literature review this study formulated certain propositions which aim to provide opportunity to women to become empowered by ensuring implementation of the recommendation of this study. Although a lot of research is being done on relevant issues to explore women empowerment, but this study specially analyzed the main aspect of women empowerment (economic aspect) from men's point of view to judge their behaviors and to address the issues in such ways which are equally acceptable to men in order to pave way for women empowerment.

### **Research implications and Future Directions.**

The conceptual frame work provides many significant variables that needs further critical study and research. Future study is required in order to judge the strength of each variable by using regression model and multivariate analysis. The frame work changing the outlook of men's from economic perspective can produce healthy results in attaining women economic empowerment. This study guide us that by allowing women to work outside in a protective environment which is acceptable to male population and through flexibility of cultural values in respect of family honour we can achieve women empowerment. This will help women to be less dependent on men and will select/get a job more freely with self-respect further, by giving inheritance share a women could be able to start their own self-employment activities which will alternately improve the condition of those dependent on her and will multiply family resources.

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