Vol. 10, Issue (2), June 2024
Pp: 621-636

Pakistan Journal of Society, Education and Language (PJSEL)
Journal Homepage: https://pjsel.jehanf.com/index.php/journal
ISSN
2521-8123 (Print)
2523-1227 (Online)

Employment Opportunities in the Age of Globalization: An Analysis of Economic Empowerment of Women in Pakistan

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Original Article

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Keywords

Globalization; Women's Economic Empowerment; Employment Opportunities; Female Labour Force Participation; Technological Advancement; Economic Autonomy; Pakistan

Abstract

The phenomenon under study has complex and widespread influences across the globe for different segments of the societies and no one can get escaped from its diversity. Being part of global world Pakistan is also experiencing changes in its socio-cultural, economic, and political domains of social life due to globalization. In this field, women empowerment is also considered. Therefore, it is important for developing nations like Pakistan to have a clear grip on the relationship of changing global world and address accordingly the disadvantage group i.e. women (which comprising about half of the country's population) because Pakistan has not yet been able to yield the benefits of globalization. In this context, the current study has focus on that in such changing situation how globalization is affecting existing world for women in Pakistan. With quantitative methodological approach an effort was made to collect the required data from study respondents from different areas of all four provinces of Pakistan also including AJK, Gilgit-Baltistan, and Islamabad to ensure representativeness of the study sample. By using proportionate stratified random sampling technique required sample size was drawn. The final study sample was 376 out of 400 female respondents (i.e. beneficiaries of globalization & empowerment) with the response rate of 94% for the current study. Descriptive and inferential statistical techniques were employed to analyze the quantitative data collected through questionnaires. The quantitative results highlighted that globalization via technological advancement has brought tremendous transformation in all fields of life also, media all over the world informs, entertains, and educates the public and Pakistan has no exceptions. Accordingly, it also has created a

competitiveness and efficiency environment which flourishes trade, investment, & free market economy emergence in Pakistan. Further, due to globalization human resources mobility (inside/outside country) has increased. Globalization has increased production of goods and services in different sectors i.e. health, education, agriculture, transportation, communication etc. Specific study results regarding economic empowerment of women reveal that paid job opportunities enhanced women's access/control over family resources (i.e. income, household budget) in Pakistan. Due to MNCs (Multi-National Corporations) women's access to employment opportunities enhanced also, migration to urban hubs enhanced women's economic contribution to family support. Next, women's ability to make small or large purchases independently has been enhanced. Lastly, free trade zone/open market access has enhanced women's ability as entrepreneurs to start up their own businesses/enterprises. The current research assumes that globalization with its different constructs are the major predictors of women's economic empowerment in Pakistan. Investment in education and training to bring enhancement in women's learning skills capabilities can prepare them for their workforce with increased competitiveness to play effective role not only in local but at the level of globalized economy.

1. Introduction

The present study seeks to analyse the influence of globalization on women's empowerment in Pakistan, with a particular focus on access to employment as a pathway to economic independence. Over the past few decades, globalization has opened new opportunities for women's participation in social, political, and economic domains, yet many remain deprived of basic rights such as education, healthcare, and fair employment (Syed, 2018). While globalization has facilitated women's entry into the labour market and encouraged socio-cultural shifts towards gender inclusion, it has also produced uneven outcomes, where structural inequalities, unemployment, and cultural barriers persist. In Pakistan, liberalization and integration into the global economy have created both opportunities and challenges for women's work participation, making it essential to critically examine the facilitators and barriers to their economic empowerment (ISSI, 2015). While assessing influences of globalization on Pakistan specifically in socio-cultural, economic, and political domains it reveals diversity.

Women in Pakistan continue to face severe challenges in education, employment, health, and social equality. To understand women's situation the facts and figures are so bleak as overall female literacy rate remains one of the lowest in the region, with only 44% of girls attending schools compared to 56% of boys, and in rural areas like Baluchistan, only 20% of residents are literate; furthermore, only 4% of women reach degree level (Khan, 2020; World Bank, 2016). Female employment stands at 48–48.63%, which reflects limited economic empowerment (Khan, 2020; World Bank, 2016). Pakistan ranks 151 out of 153 countries in the Global Gender Gap Index, making it one of the worst performers globally on gender equality (WEF, 2020). Deeply rooted patriarchal values and cultural interpretations of religion restrict

women's roles, keeping them underrepresented in politics and limiting the effectiveness of laws and policies intended to improve their status (Qamar, 2018; Tabassum, 2016).

Pakistan, with a population exceeding 245 million, continues to struggle in narrowing the gender gap, especially in terms of women's access to economic opportunities. According to Rana et al. (2024), the country ranked 153rd out of 156 nations in the 2019 Global Gender Gap Report, underscoring structural challenges that hinder women's participation in employment and entrepreneurship across different social classes. Tanwir and Sidebottom (2019) emphasize that these obstacles are not only institutional but also rooted in subtle everyday practices that restrict women's entry into the workforce. The assumption that higher education automatically translates into better employment prospects for women often proves unrealistic, as advanced degrees do not consistently lead to empowerment or career advancement (Rana et al., 2024). This concern becomes more pronounced when viewed against the backdrop of Pakistan's economic growth, since women's labor force participation remains disproportionately low compared to countries with similar economic indicators (Sarwar & Imran, 2019). In fact, the World Economic Forum's index placed Pakistan above only Yemen, highlighting the severity of gender-based disparities despite improvements in GDP (Sarwar & Imran, 2019). Siegmann and Majid (2021) describe this paradox as economic growth without corresponding social development in gender equality. Furthermore, cultural traditions and patriarchal values—such as preference for male children and assigning domestic responsibilities to women—continue to restrict women's involvement in education and paid work, ultimately impeding inclusive national growth (Pasha, 2023). Although progress is visible, such as increased female participation in higher education, legal reforms, and fatwas against Honor killings, women in Pakistan still face significant barriers to achieving parity with men (Khan, 2020).

Economic globalization and Scenario of Women Empowerment in Pakistan:

No doubt in past, women's have been excluded from the practice of well-paid jobs and high-status occupations because of lack of appropriate skills and higher professional education (Sarwar & Jadoon, 2020). But now women can be found in many servicing professions e.g. medical, judiciary, education, and forces etc. of successful empowered women in Pakistan. We can observe now a huge number of women studying in universities and in different professions with confidence and efficiency though still facing hurdles e.g. harassment at workplace, majority not in education, lack of opportunities, lack of equality, and glass ceiling etc. they still have a long way to go. It's a fact too that increase in educated women has not translated equally into women entering the job and business market, reasons are mostly family and social system of society (Razavi, 2012). Presently, significant role of women in various sectors is an indication of improving environment for women and their empowerment in Pakistani society (Haq et al., 2019).

Globalization in term of economy has improved women's development in Pakistan by creating employment opportunities, technological improvement and by increasing purchasing power. Women have started their own businesses and expand their entrepreneurial activities. Globalization brought great freedom to women, especially those living in traditionally conservative countries like Pakistan where women are able for the first time to be economically independent of men and to have at least some choice in their personal lives (Quresh, 2019). Now we are having many new emerging professions and occupations i.e. in the field of technology, media, designing, marketing, food etc. with a lot of space for women. we have many women led organizations that are working excellently even if we compare ourselves with

many other nations. On contrary, according to Jaffri et al. (2015) economically women are not as such independent even if they are doing jobs and earning even the high-ups' women who are holding good positions and having high qualifications. So, if women are not financially independent, they can't be in position to make decisions about themselves or about anything else and you will always be remaining dependent and bounded. In Pakistani society to move forward women needs support of men; without their support our systems and societal structures are not that strong that can make women independent of men. So financial support of family is becoming responsibility of women and men even though they are earning are getting spare from this role of family. Following is the breakup of study objectives, RQ & hypothesis:

Objectives, Research Question, & Hypothesis of the Study

Objectives of the Study

The broad objective of the study is to examine the role of globalization in provision of employment opportunities to economically empower Pakistani women. The specific objectives of the study include:

1. To assess the study respondent's perceptions related to economic influences of globalization in Pakistan.
2. To explore the relationship between globalization and economic empowerment of women in Pakistan.

Research Question	Hypothesis
To explore if access to employment because of globalization has empowered women economically?	There is likely to be an association between expansion of employment opportunities to women and economic empowerment of women.

Review of Literature

This section reviews current scholarship to highlight the diverse barriers and supportive factors shaping women's access to employment in Pakistan within a global economic framework, drawing on studies that examine gender gaps in labor participation and the influence of social norms (Begam & Mujahid, 2019). Cultural expectations remain a key limiting force, with evidence showing a sharp decline in women's likelihood of engaging in paid work as adherence to traditional norms rises, while factors such as empowerment and quality education considerably enhance prospects for participation (Amber & Chichaibelu, 2023). Despite advances in female educational attainment worldwide, wage inequalities persist, with women often earning less than men in equivalent professions. This wage gap tends to be even wider in developing contexts where qualitative insights into women's workplace experiences are relatively scarce (Sarwar & Imran, 2019). In Pakistan, although women's enrollment in higher education has grown, genuine gender parity remains elusive due to persistent economic, cultural, and structural challenges (Mehmood et al., 2018). Such challenges often stem from social traditions that emphasize marriage and domestic responsibilities, narrowing women's opportunities to engage in the labor market (Zulfiqar et al., 2024). Moreover, the informal economy, while absorbing a significant number of women, often provides insecure work and low pay, particularly for home-based workers, intensifying their exposure to poverty and health-related vulnerabilities (Aslam & Ghouse, 2023). On a global scale, women's participation in the labor force remains lower than men's, with only about 55 percent of women

employed compared to 80 percent of men, reflecting enduring gender imbalances with broad social and economic implications (Hossain et al., 2022).

Economic Globalization:

The influence of globalization on the economic advances is very significant, according to Science Direct (2019) article, the interconnectedness of various parts of the world is globalization. From the perspective of economics, globalization is the process which enables businesses to operate internationally. Globalization is very valuable in the context of economic growth of nations but apart from economics, globalization is both affected by and itself affects the cultures and the international politics. Despite its adverse effects' globalization is no doubt improving the living standard of the general public in many countries. A study was conducted by Kilic (2015) to investigate the influence of globalization on political, social, economic and the growth levels. For this study, data was collected in 74 developing countries between the years 1981 to 2011. Dumitrescu and Hurlin's (2012) Granger Causality Test and the least squares method were adopted to conduct this study. And again the results indicated that the political and economic globalization positively affects the developing countries in terms of their growth. While social globalization shocks the economic growth adversely. The indicators of global partnerships are political integration, trade, remittances, and foreign investments. Globalization affected the economic growth in terms of competitive markets, free trade, and technology transfers. It also offers broader chances for financiers and ensures innovation (Grossman & Helpman, 2015). Economic globalization not only promotes the flow of ideas, skills, and technologies (Coulibaly et al., 2018) but also influences perspectives on risk-taking, autonomy, and social responsibility. These dynamics support individuals in strengthening their knowledge base, competencies, and overall productivity. Evidence suggests that entrepreneurs who rely on personal investment often demonstrate stronger business and management performance compared to those supported primarily by state funding, indicating a merit-oriented approach where achievement is linked more closely to individual expertise than to government assistance (Alkharafi et al., 2024). Additionally, collaborations between multinational companies and local organizations frequently expand access to education and training opportunities. Overall, globalization enhances availability of goods and services, widens employment options, and fosters knowledge exchange, skill development, and shifts in individual outlooks.

Economic Empowerment of Women:

Banerjee, Alok, and George (2020) in their study explained that by women empowerment means providing opportunities to women to facilitate them to be publicly and financially sovereign. Through investment in women's education and health positive effects have been observed on economic progress. In India almost 70% of the population lives in pastoral areas. If women living in these regions are educated and enabled, they can fund to the profitable growth either straight or ultimately by educating health and education of the future generations. Their study directed that "an employed woman, having her own income source, higher educational level, knowledge of legal rights, higher educational level of the mother of the woman, having property in her own name, more freedom of movement during her school days, having high self-esteem and belonging to a relatively affluent background, increases domestic making power of the women, and thus empowerment".

Majority of Pakistani women are unbanked that shows their engagement in non-formal sectors or in agriculture which put them on lower edges in economy. It has been suggested that "women economic independence in this global progress can be heightened by giving

reasonable economic participation of women" (Holloway, Niazi, & Rouse, 2017). Moreover economic inclusion carries less privileged people in the economic system to offer them the chance and enable them to have an access to the finance related services in order to grow economically and ultimately achieving empowerment. (Lenka & Barik, 2018).

Al-Mamun, Wahab, Mazumder, and Su (2014), suggested to use quantified surveys to monitor women empowerment, for them the standards to measure women empowerment were: resource control, economic security, legal awareness, freedom of mobility and authority to make decisions at the family level. For their study, the data was retrieved from the sample of 242 low earning women living in urban areas of Malaysia who showed curiosity in credit plans on micro level. The study calculated the effects of domestic basic leadership.

Haq et al. (2019) conducted a research in Punjab-Pakistan, the judgments specified that in some of the fields of work women have more chance of holding power, and the characteristics of these occupations seem correlated with the indicators of empowerment. Furthermore, the research centers on raising arguments on empowerment of the women by inaugurating a innovative jobs which would set up breakthroughs to females specifically to those who are living in the rural areas; these are the most mistreated parts in underdeveloped countries.

It has been demonstrated through researches; "the topic of women's stability on financial grounds is more in debates as compared the other elements of power like in social and political spheres. The empowerment of women based on economics is supposed to be more practical if the objective is of eliminating discriminations based on gender" (Noureen, 2015). In addition, financial stability includes womankind in profitable activities, policymaking, and distribution of power. The dominant segment of financial stability is service and paid service specifically (Noureen, 2015).

Therefore, keeping in view, the issues of empowerment, we must see that from where this comes and the specific magnitudes where it happens. It is necessary to keep in mind the context while making strategies and decisions and the structure of power needs further exploration. Similarly, the womenfolk, who are the part of ever-changing process, need to be considered (Abrar ul Haq et al., 2017).

Being a part of Pakistani culture, women often compromise with husbands on the issues like household duties, working status, entertaining activities, freedom of movement, girl's education; in the meantime, difference of opinions may result in clashes diminishing women's gratification (Yasmeen & Karim, 2014). The researchers furthermore explore that in Pakistan liberty seeker are mostly the women dissatisfied and frustrated in their salaried work and who intend to set up businesses with the end objectives of being free to choose the work that is suitable in terms of nature and working hours, colleagues etc. But there are numerous social and economic hurdles that is why women are not so much free to act as they desire. Further linked with, it we must know that to understand empowerment of women, the phenomenon can be considered under various lenses simultaneously. Women empowerment is affected by the extent to which women have access to the resources. Peinado and Serrano (2018) found, "gender discriminations lessens fastly with enhancing women's control onto resources. This strategy, according to Peinado & Serrano (2018), of granting control on economic resources is effective even at the domestic level that is why the women with more control on the resources are lesser victim of gender based inequality and such strategy practiced at home level will help achieving the objective of making women economically powerful in the society. The important thing which is more debatable is how empowerment is connected with employment because it is a general perception that that going out for a work and adding to income is not sufficient the

main thing which matters a lot is to have control over means of economic power (Abrar ul Haq et al., 2017; Kabeer, 2012). Probably, a woman might be an active participant in the activities of the household but without any sources of income under her control, she would have no importance in the matters of the family.

Few other discussions suggest, “Empowerment is an outcome of having ability to earn, and empowerment gained through financial independence enable one to become an active participant in various public spheres which ultimately results in improved self-efficacy and self-esteem”. Similarly, it has been demonstrated that, “women encounter several bottle necks on the path to achieve control over their life, women are in a state of competition and mere employment cannot be sufficient to eliminate gender inequality. From this, we can deduce that the poverty which is a structural factor and less right toward choice impose women to earn, that is why restrained to stay empowered. Apart from all this, there is sacristy of job convenience to womenfolk in Pakistan and rest of the underdeveloped countries.

It’s not compulsory that employment can empower women. Having a job and having means of income surely is very important and may have the potential to enhance the power of the women however, it is not the only solution of course. The option to use the employment as a tool of empowering is more complicated than it seems to be easier. On the basis of exiting literature following table depicts the conceptual breakup of the key variables used in current research:

Table.1.1

Interpretation of Globalization and Women Empowerment: Conceptual Farmwork

Globalization **Empowerment (independent variable of the current study)** **Women (dependent variable of the current study)**  **(Categories)**	
Economic Globalization (assess through following indicators)	**Economic Empowerment of Women** (assess through following indicators)
• Free trade zone • Female as cheap labour • Paid job opportunities • Competition for survival • Migration • MNCs • Specialization	• Women and family resources (the control over household budget) • employment opportunities and women • economic position of family and women’s contribution • family assets (like land) and the authority of the women • women’s liberty to purchases

Methodology

The study is based on quantitative approach. As for quantitative study respondents were female being most relevant to the topic under study so female students of Allama Iqbal Open University Islamabad-AIOU were selected as university has its network of 48 regional campuses along with 07 model study canters across Pakistan so it was considered suitable to access female respondents via AIOU as they are equipping themselves with higher educational skills, for study purpose they move from their areas to Islamabad, majority of them are working etc. So, experiencing different aspects of globalization in the way of their empowerment that's why approached being current study respondents. Since the university covers all the areas of Pakistan so the area of research shall be considered all over Pakistan under the studentship of AIOU. For current study, stratified random sampling technique was used to select the study respondents and a "quantitative self-completion questionnaire" was employed for data collection which was analyzed by employing different statistical techniques. Following is the presentation of methodological procedures adopted for current study in a summarized form:

Table 1.2

Summary of Methodology

Methodology (Quantitative Approach)	**Area of study/ Universe** All provinces of Pakistan including capital Islamabad	
		Quantitative Aspect
	Population	All Postgraduate, MS & Ph.D. female students of AIOU across Pakistan
	Sampling Approaches	Random /Probability
	Sampling Techniques	Proportionate/Stratified Random Sampling Technique
	Sample Size	For structured population (400 respondents in sample strata's depending on their share in total population)
	Tools	Structured questionnaire
	Analysis	To analyze the numerical data descriptive and inferential statistics were applied with the help of SPSS Version 22.

Findings and Analysis

A total of 376 responses were received from the targeted 400 potential respondents, which constitutes a 94% response rate for the survey. To analyze the numerical data descriptive and inferential statistics was applied.

Descriptive Analysis of the Data

This section focuses on all key findings related to major objectives and research questions. Analysis based on respondents' perceptions about globalization influences on economic sphere of Pakistan. Further descriptive statistics summarizes the respondents' point of views particularly about globalization influences on women empowerment in economic domain.

Table 1.3
Descriptive analysis of globalization (N =376)

	Mean	Std. Dev.	Skewness		Kurtosis	
			Statistic	Std. Error	Statistic	Std. Error
Technological advancement has brought tremendous transformation in all fields of life	2.31	.547	.018	.126	-.629	.251
Trade, investment, &free market economy has been emerged	2.30	.743	-.548	.126	-1.010	.251
Economic globalization has increased educational attainment in the country	2.45	.622	-.686	.126	-.497	.251
Due to globalization human resources mobility (inside/outside country) has increased of Pakistan	2.42	.673	-.738	.126	-.570	.251
Globalization has increased production of goods and services in different sectors i.e. health, education, agriculture, transportation, communication etc.	2.43	.624	-.610	.126	-.569	.251

Table 1.3 presents the respondents' opinion about globalization influences on Pakistan. For current data set results for first statement "Technological advancement has brought tremendous transformation in all fields of life", shows (*M*= 2.31; *SD*= .547) that mean of this question is greater than (>2), in other words frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so mostly respondents were to great extent agreed that in this globalized era technological advancement has brought tremendous transformation in all fields of life in Pakistan as mean score is highest 2.31 on 3 point likert scale with *SD* of .547. Second statement of the table was "Trade, investment, & free market economy has been emerged." Table reveal (*M*= 2.30; *SD*= .743) that mean of this question is greater than (>2), in other words frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so mostly respondents were to great extent agreed that trade, investment, & free market economy has been emerged in Pakistan as mean score is highest 2.30 on 3 point likert scale with *SD* of .743. For the third statement of the matrix question "Economic globalization has increased educational attainment in the country." Data indicates (*M*= 2.45; *SD*= .622) that mean of this question is greater than (>2), in other words frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so mostly respondents were to great extent agreed that economic globalization has increased educational attainment in the country as mean score is highest 2.45 on 3 point likert scale with *SD* of .622.

Table further illustrates the respondents' opinion about "Due to globalization human resources mobility (inside/outside country) has increased of Pakistan," in its fourth statement the table portrays (*M*= 2.42; *SD*= .673) that mean of this question is greater than (>2), in other words frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so mostly respondents were to great extent agreed that due to globalization human resources mobility (inside/outside country) has increased of Pakistan as mean score is highest 2.42 on 3 point likert scale with *SD* of .673 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean so result is more reliable and consistent. Last statement of the table under discussion

was, “Globalization has increased production of goods and services in different sectors i.e. health, education, agriculture, transportation, communication etc.,” and data in the table illustrates (*M*= 2.43; *SD*= .624) that mean of this question is greater than (>2), in other words frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so mostly respondents were to great extent agreed that globalization has increased production of goods and services in different sectors i.e. health, education, agriculture, transportation, communication etc. of Pakistan as mean score is highest 2.43 on 3 point likert scale with *SD* of .624 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean, so result is more reliable and consistent.

Role of Globalization in Empowering Women in Pakistan

In current study an emphasis has been made to explore and measure the role of globalization in women empowerment, so different questions related to various aspects of women empowerment were asked to meet this objective.

Table 1.4

Descriptive analysis of economic empowerment of women (N =376)

	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Paid job opportunities enhance women’s access/control over family resources (i.e. income, household budget)	2.28	.575	-.104	.126	-.531	.251
Due to MNCs (Multi-National Corporations) women’s access to employment opportunities enhances	2.44	.674	-.798	.126	-.506	.251
Migration to urban hubs enhances women’s economic contribution to family support	2.29	.565	-.068	.126	-.554	.251
Competitive work environment enhances women’s ability to make small or large purchases independently	2.23	.706	-.361	.126	-.954	.251
Free trade zone/open market access has enhanced women’s ability as entrepreneurs to start up their own businesses/enterprises	2.27	.587	-.137	.126	-.517	.251

Table 1.4 discusses the respondent’s views about role of globalization in different areas of economic empowerment of women in Pakistan. Globalization through its different economic indicators has inherent benefits that it could cater widely dispersed segments of any society with especial focus on women. Therefore, this study has an especial focus on how through economic indicators globalization is playing its part to enable women to realize their rights and responsibilities and how they could make themselves productive for their families and society. United Nations development goals have a major emphasis on women empowerment however, in Pakistan females are at the bottom ends with reference to economy e.g. income generation, availability and access to income-based activities. If women will be economically empowered, they can be in better position to encounter the developmental challenges like overpopulation,

poverty, unemployment, inflation, poor family health & education etc. However, gradually Pakistan is showing progress in women increased contribution in different professional fields such as, banking, teaching, medicine, national and international organizations, forces, business etc. but still their progress is low with reference to development of mental and physical capabilities through which they can meaningfully utilize to uplift their socio-economic status as compared to their male counterparts.

In such a scenario the table under discussion demonstrates the opinions of study respondents about those areas of economic empowerment in which globalization has contribution through its different indicators for empowering Pakistani women economically. The study participants were asked that do they think access to employment or engagement in other productive activities as a result of global flows of trade and investment is creating opportunities to empower women economically in Pakistan. To assess this area of women empowerment respondents were asked about five statements (05) to measure their opinion regarding role of globalization in different aspects of economic empowerment of women in Pakistani society. The current scale using 3point likert scale where score 1 indicate “Not at all” agreement and 3 shows “to a great extent” agreement level of respondents was derived.

Among these areas the first was “Paid job opportunities enhance women’s access/control over family resources (i.e. income, household budget),” in response to which data show (M= 2.28; *SD*= .575) that mean of this question is greater than (>2), in other words frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so mostly respondents were to great extent agreed that paid job opportunities enhance women’s access/control over family resources (i.e. income, household budget) in Pakistan as mean score is higher 2.28 on 3 point likert scale with *SD* of .575 shows less variation of the data from the mean of distributed data for the said variable as its suggested if *SD* value is below or around 1 than there is less variation of the data from mean. Data of the discussed variable are clustered closely around the mean, so result is more reliable and consistent. For the current variable data is normally distributed i.e. (*skew.*= -.104; *Kurt.*= -.531) as skewness and kurtosis were taken the measures of normality analysis for the presented data and span of values for skewness and kurtosis are suggested as between -1.96 to +1.96 0r (< ±2) by experts. So the normality analysis shows data is normally distributed as values are within suggested range of normal distribution of data set. The data further shows that scores were approximately normally distributed for the entire data set with reference to skewness and kurtosis for respondents’ views regarding globalization influences on women empowerment in economic domain of Pakistan.

The second statement of the table was “Due to MNCs (Multi-National Corporations) women’s access to employment opportunities enhances.” The analysis shows (*M*= 2.44*; SD*= .674) that mean of this question is greater than (>2), in other words frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so mostly respondents were to great extent agreed that due to MNCs (Multi-National Corporations) women’s access to employment opportunities enhances in Pakistan as mean score is highest 2.44 on 3 point likert scale with *SD* of .674 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean, so result is more reliable and consistent.

The third statement of the table under discussion was “Migration to urban hubs enhances women’s economic contribution to family support.” Results of data explaining (*M*= 2.29*; SD*= .565) that mean of this question is greater than (>2), in other words frequency of

answers: (to a great extent) and (to some extent) are more than (not at all), so mostly respondents were to great extent agreed that migration to urban hubs enhances women's economic contribution to family support in Pakistan as mean score is higher 2.29 on 3 point likert scale with *SD* of .565 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean, so result is more reliable and consistent.

Fourth statement of the table was "Competitive work environment enhances women's ability to make small or large purchases independently." The table indicates (*M*= 2.23*; SD*= .706) that mean of this question is greater than (>2), in other words frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so mostly respondents were to great extent agreed that competitive work environment enhances women's ability to make small or large purchases independently in Pakistan as mean score is higher 2.23 on 3 point likert scale with *SD* of .706 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean, so result is more reliable and consistent.

The last and fifth statement of the table under discussion was "Free trade zone/open market access has enhanced women's ability as entrepreneurs to start up their own businesses/enterprises." Data shows (*M*= 2.27*; SD*= .587) that mean of this question is greater than (>2), in other words frequency of answers: (to a great extent) and (to some extent) are more than (not at all), so mostly respondents were to great extent agreed that free trade zone/open market access has enhanced women's ability as entrepreneurs to start up their own businesses/enterprises in Pakistan as mean score is higher 2.27 on 3 point likert scale with *SD* of .587 shows less variation of the data from the mean of distributed data for the said variable. Data of the discussed variable are clustered closely around the mean, so result is more reliable and consistent (see Table 1.4).

Table 1.5

Simple linear Regression for the effect of Globalization on Women Economic Empowerment

Variable	B	95% CI	B	T	p
Constant	3.05	[1.75, 4.36]		4.61	<.001
Globalization	.24	[.21, .28]	.55	12.85	<.001
F		165.16			<.001
R^2		.31			

Note. B = Unstandardized regression coefficients, CI = Confidence interval

For hypothesis testing regression analysis was used to know the influence of globalization on women economic empowerment through taking women economic empowerment as criterion/dependent variable and globalization as predictor/independent variable. Table 4.14 shows regression coefficients that to what extent depend variable varies with independent variable, in case, all other variables are considered constant. Moreover, simple linear regression was used to assess if the globalization significantly predicted economic empowerment. The results indicated that globalization positively predicted economic empowerment (F (1, 374) = 165.16, p<.001). Further, the R2 value (.31) indicated that the predictor (globalization) explains 31% of the variance. The current research assumes that

globalization with its different constructs are the major predictors of women economic empowerment in Pakistan (Table 1.5 shows details).

Conclusions and Recommendations

It can be concluded that globalization with its different constructs is the major predictor of women's economic empowerment in Pakistan. While great strides have been made in creating good opportunities for women in economic domains of globalization, as it is evident in the research results that there is variability in how participants perceived women empowerment in different domains of their lives in Pakistan. Study findings regarding influences of globalization in economic domains of Pakistan concluded that global exposure/ openness, technological advancement, free market economy, competitive work environment, and human resource mobility have brought about a lot of changes in our economic and political domains in last couple of decades.

The current study found that there is a strong and positive relationship between influences of globalization and women empowerment in economic domain. Overall, women empowerment is the outcome/achievement of globalization variant factors in the current study. These factors impact women's exercise of agency, which in turn impacts their empowerment. Women's empowerment in different domains not only enhances women's capabilities but contributes to changing societal structure of inequality and women sub-ordination in the society. Evidently, it can be argued that globalization has had different impacts on Pakistan and in return for women. To be able to compete in the global market Pakistan has had to bring women on board in all different decision-making arenas. Once societies were dominant based on muscle power and men were having dominant positions in society as per given definition but now, we are living in 4th generation industrialization where brainpower is dominant. So, there are many traditional norms which are getting weak and in return it will be beneficial for women. This paradigm shift is so fast and for some people it is still not acceptable to look at women as equivalent to them. There is a long way to go but the improvement is very visible.

The current study found that globalization has created awareness and opportunities for women i.e. their social mobility, education, professional skills, and paid jobs playing important role in empowering them day by day at home and outside in society variously as per their strata and area to which they belong in Pakistan. So, opportunities are there now it's up to the women how they utilize these opportunities for their betterment. Influences of globalization on economic empowerment of women concluded that paid job opportunities and women's access/control over family resources (i.e. income, household budget) has been enhanced in Pakistan. Accordingly, due to MNCs (Multi-National Corporations) women's access to employment opportunities has also been enhanced. Migration to urban hubs boosted women's economic contribution to family support and competitive work environment enabled women to make small or large purchases independently. Lastly, free trade zone/open market access has enhanced women's ability as entrepreneurs to start up their own businesses/enterprises.

Current study at the end recommends which measures needs to be taken to empower women after deliberation of challenges. Suggestions about economic empowerment of women stats that being part of the global world it's a need of the hour that we should encourage our women to be part of active economy. We need to acknowledge our women financial contribution towards their families so in return their work participation will be accepted and appreciated at societal level. They need to be skilled as per today's requirements so can effectively pay their role in country's development. It is required now to do investment in education and training to bring enhancement in women's learning skills capabilities that can

prepare them for their workforce with increased competitiveness to play effective role not only in local but at the level of globalized economy.

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