



**Convention on the Elimination
of All Forms of Discrimination
against Women**

Distr.: General
1 March 2007

Original: English

**Committee on the Elimination of Discrimination
against Women**
Thirty-eighth session
14 May-1 June 2007

**Responses to the list of issues and questions for consideration
of the combined initial, second and third periodic report
of Pakistan**

Pakistan*

* Issued without formal editing.



**Replies/Response of Pakistan as a State-Party to CEDAW on
Issues/Questions with regard to the Initial and Periodic Report
Raised by Pre-session Working Group of the Committee on the Elimination of
Discrimination Against Women
for the 38th Session (14 – 1 June, 2007)**

SUMMARY

Pakistan as a State-Party to the CEDAW submitted its Initial, Second and Third Report to the UN Committee on the Elimination of Discrimination Against Women in July, 2005. The Pre-session Working Group of the Committee for the 38th Session (14 May-1 June, 2007) on examining the said Pakistan's Report was pleased to raise 30 issues/ questions thereon. These issues/ questions, covering a wide range of activities both within and outside the Government operations required response from numerous sources, involving long range of time. Meanwhile, Ministry of Women Development being the National Focal Machinery for CEDAW prepared an interim response to these issues, contained in the enclosed Report.

Following UN instructions vide the Division for the Advancement of Women letter dated 3 Nov, 2006, it is proposed to submit further clarifications/ elucidations on such issues as required (in the desired format and size) for consideration of the Committee when it meets to discuss Pakistan's Report during 24 May – 1 June, 2007.

General

The Declaration and Reservation made by Pakistan, while acceding to the CEDAW were based on a comprehensive review of the prevalent legal and Constitutional position. Notwithstanding the legal binding force of the Constitution and committed to the spirit and contents of the CEDAW, Pakistan, alive to her obligations, has been pursuing a policy to realize the objectives of the Convention at all walks of life. For the purpose, the relevance of the 'declaration' is implicitly and explicitly reviewed almost regularly while implementing CEDAW in letter and spirit. It was in this regard that National Commission on the Status of Women was requested to examine the issue. While the Commission made some initial assessment, any modification/ amendment of the issue would have to match with the prevailing domestic, political and social constraints.

2. Recent earthquake on 8 Oct, 05, measuring 7.6 Richter Scale was unprecedented in the history of Pakistan, caused massive destruction, death, injury and displacement with bulk effect on 9 districts (viz. Abbottabad, Mansehra, Battagram, Shanagla & Kohistan in the North-West Frontier Province and Muzaffarabad, Bagh, Neelum & Rawalakot in Azad Jammu & Kashmir), damaged not only the livelihoods but deprived thousands of families from their young generation. According to existing assessment the devastation caused 73,338 deaths 69,412 seriously injured and nearly 3.5m people displaced, damaging 600,000 houses, 796 health facilities and 6298 schools & colleges, in addition to numerous government buildings and communication infra-structure.

3. As evident, the emergency relief and rescue operation although remarkably swift could not start or be initially gender sensitive, as perhaps possible in a more developed country well-versed in the art of disaster management. The immediate and initial response of all relief and rescue operation was directed towards saving of human lives wherever and whatever way possible. One and all both within and outside the government rose to the challenge and participated in the relief operation with heart and soul. The efforts were joined by equally committed flow of relief from abroad. Immediately after the disaster, a Federal Relief Commission was set up on 10 Oct, 2005 to mobilize resources and coordinate activities. The UN immediately deployed its Disaster Assessment and Coordination (UNDAC) Team to provide technical assistance to assess the scale of the disaster and to help manage the international response. These efforts were joined by numerous individuals, over 110 NGOs & CBOs and some 85 bilateral & multilateral donor agencies. On 24 Oct, 2005, Government of Pakistan established the Earthquake Reconstruction and Rehabilitation Authority (ERRA). On 31 March, 2006, the relief phase having passed, Federal Relief Commission subsumed, the reconstruction and rehabilitation phase was put into full fruition. The concept of a National Disaster Management Authority has since been operationalized.

4. Though not pronounced in language, in administering this gigantic rescue, relief, reconstruction and rehabilitation operation, gender perspective was imperative at every stage. Women, children and the elderly were among the worst affected. In its analyses of the relief operations and setting up of the Social Protection Strategy for the period July-June, 2006-09, the core Government Body (Earthquake Reconstruction and Rehabilitation Authority - ERRA) described at length that ‘the victims of the tragedy were mainly from the vulnerable groups, living in comparatively inaccessible mountain areas with lower level of income and service provision as compared to the national average. Women and children made up a large share of the victims, as many women were caught unaware in houses when the earthquake struck and the collapse of the school building resulted in the deaths of many children’. The ERRA had even gone to the extent of defining ‘vulnerability’ and duly publicized the aspect of women vulnerability and their being marginalized for, members of female headed households, widows and orphaned children had risked of their having little or no access to essential services and supplies, and that they had virtually lost their support networks. The ERRA, following a multi-sectoral approach, established that there were a total of 8,393 vulnerable elderly persons in the age group of 19 – 59 yrs in various camps and ensured key interventions for the vulnerable groups – women & children and the disabled in the affected areas.

Articles 1-2

5. As contained in the Report, the Constitution of the Islamic Republic of Pakistan, although does not provide a definition of the term, ‘Discrimination Against Women’, various Articles of the Constitution, more particularly Articles 8, 25, 26, 27, 34, 35 & 38 not only guarantee human/ fundamental rights and equality before law but lays down non-discriminatory spirit and policy, especially against women, thereby prohibiting unequal treatment and all forms of discrimination among its citizens. Article 25(2) of the Constitution states, ‘There shall be no discrimination on the basis of sex alone’, while Article 27 of the Constitution states, ‘No citizen shall be discriminated against in respect of any such appointment (in the service of

Pakistan) on the ground only of race, religion, caste, sex, residence or place of birth'. These establish clear and specific guarantees against discrimination on the basis of sex. Laws enacted in Pakistan can not contravene these Constitutional provisions.

6. Need for adoption of legislative measures arises primarily to provide a formal legal framework to prohibit or remove discrimination. In Pakistan, the existing legal framework provides distinctive coverage to condemn and remove discrimination against women in various walks of day to day life, in public as well as private sectors. Its practical transformation, however, involves not only deliberate policy practice but an attitudinal change. However, such desired change varies according to peculiar local conditions and cultural practices.

7. Since the accession to the Conventions on the 'Rights of the Child' (CRC) and the 'Elimination of All Forms of Discrimination Against Women' (CEDAW), in Pakistan, affirmative actions through a series of legal reforms like Amendment in Citizenship Act of 1951, 2000, Human Trafficking Ordinance, 2002, Criminal Law Amendment Act, 2004 (against 'honor killing'), Law Reforms Ordinance, 2006, Protection of Women (Criminal Laws Amendment) Act, 2006, together with the establishment of Judicial Courts/ Complex (a pilot project), establishment of a series of Women Centers--- equipped with required help-lines and supported by Police Reforms like the establishment of Gender Crime Cell at the National Police Bureau--- to control and coordinate all crimes related to gender have contributed substantially not only in the actual reduction of cases of Violence Against Women and other Gender Crimes but in increased accessibility of citizens to equality of treatment under law. Government, in addition to bringing about healthy amendments/ modifications in existing laws and enactment of new laws, is committed to raise the level of awareness and people's accessibility for redressal of grievances through changes in cultural practices, especially through media. A high level Media Awareness Campaign Committee, comprising Federal Minister and Members of Parliament formed recently has started making positive contribution in this regard.

8. The fundamental issue of discrimination is thus being attacked wherever and whenever possible within the limits of practicability of bringing about changes without causing serious socio-political disequilibria.

Article 3

9. The establishments like the Federal Ombudsperson, the Service Tribunal and the Labour Courts openly entertain public complaints to redress grievances of the complainants. Their interventions have substantially improved the perception of equality of treatment by eliminating existing discrimination. These institutions operate universally to remove administrative and legal injustices experienced by the complainants, irrespective of any specific gender-perspective. Nevertheless, an effort is being made to sensitize these institutions to special needs for dealing with cases of women complainants. In this connection, a survey is also underway to analyze cases filed by women complainants and their disposal. A preliminary analysis of cases registered in the Wafaqi Mustasib (Ombudsman) during the year 2005 shows that out of total of 15,136 complaints, 41 cases providing relief, six, registered by women complainants were (in all cases) disposed of with favorable judgments.

10. Ministry of Women Development's access to budgetary resources has substantially improved over the years. It is, however, important to note that budgetary allocations in a country like Pakistan depend largely on the overall economic performances, including GDP Growth, monetization, resource mobilization, both internal & external and also rationalization of priorities. With improvement in the overall financial and monetary performances, budgetary allocations in all Human Resource Development activities have shown steady progress. Activities and scope of Ministry of Women Development have acquired national priority and importance. Along with enhancement in budgetary allocation, the Ministry is also concentrating on the aspect of institutional strengthening, with due assistance from international donor agencies.

11. National Commission on the Status of Women (NCSW), established in 2000, with a mandate to examine the relevance and efficacy of all policies, programs and measures to the core issue of women development and gender equality has, over the years acquired both status and importance in the areas of women's political representation, their socio-economic development, violence against them both inside and outside the family and the legal rights. The NCSW has a clout and importance within the government, in the civil society and media. Its role and activities compliment those of the Ministry of Women Development.

Article 4

12. Since the submission of Pakistan's Initial, Second & Third Periodic Report, there is visible improvement in action as well as outlook regarding the perception of women development in Pakistan. Women's share in public services, more particularly at entry at the Higher Civil Services has since increased from 5 to 10%, and across the board. The strong affirmative and proactive policy for women, pursued at present, is not only engendering public services at all levels of entry, but has started producing positive results by placing women at higher positions of office in various services. Women's share in Pakistan Foreign Service, especially at ambassadorial positions, is also growing consistently. Today, the country boasts of having her Central Bank being headed by an experienced, talented and highly trained woman. The Higher Judiciary has established a tradition of induction of competent women as judges. Participation of women in the legal practice is growing satisfactorily. With due encouragement of the Government, Pakistani women are now venturing into courageous fields of defence, air & space.

13. In this connection, it is worth mentioning that in the gender mainstreaming sphere, Pakistan has also contributed 35 female officers for even in the UN peace keeping operations.

14. Political Empowerment of women in Pakistan through their placement in high positions of decision-making and participation in electoral positions at Federal, Provincial, and Local levels had also shown significant upward trend. The Local Government Ordinance 2001, under the 'Devolution Plan' which is rightly called the watershed for political empowerment of women of Pakistan, providing 33% representation of women at all tiers of local elected bodies-- with 39,964 women and 787 women representing in Federal and Provincial Assemblies, has revolutionized the level of political participation of women in Pakistan. Establishment of 'Women Political Schools'--- with assistance from donor agencies and 'District Resource

Centers' for women are innovative projects infusing political vision and awareness among women of Pakistan.

15. The National Gender Reform Action Plan (GRAP), under implementation, is a coherent gender reform agenda to align policies, structures & procedures for enabling the Government to implement its national & international commitments on gender equality. Basically, GRAP provides a set of professionally analyzed statements of intent. It is aimed at introducing government-wide reforms to engender the machinery at the Federal, Provincial and District levels, with a positive bias for women in four key areas: (a) administrative/ institutional, (b) policy and fiscal (Gender Development Grants, Supportive Financial Reforms etc.), (c) public sector employment, and (d) political reforms in the form of capacity building interventions and other support actions.

16. These reforms, forming part of the overall objectives of gender and development in the 'Medium Term Development Framework (MTDF), 2005-10' of the Federal Government, undertook sector specific efforts with an inbuilt gender dimension. The implementation of GRAP initially targets six strategic Ministries/ Divisions (Finance, Labour, Information, Planning & Development, Law and Establishment) to provide dedicated institutional mechanisms for gender mainstreaming the sectoral policies and plans, besides taking a number of affirmative actions for women's development and empowerment. Such objectives contributive and correlated to the gender objectives of the MTDF, include, inter-alia, (i) help improve the status of women, (ii) promote process that lead towards equal participation of women at all levels of governance laying the foundation for long term permanent gender equality in the society, (iii) assure effective implementation of gender equality in relation to international conventions like 'Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)', (iv) enhance participation of women across the governance spheres at the Federal, Provincial and District levels, and (v) ensure that all stakeholders contribute positively towards the goal of gender mainstreaming and equality.

Article 5

17. Cultural practices and customs in certain areas of the country are at times can be termed anti-social and against the spirit of Constitution, especially due to discriminatory character of such actions. The Report elsewhere has already cited cases of 'Karo Kari', 'Forced Marriage', 'Vani', 'Sawara', 'Marriage with the Quran' etc. which are age-old practices and followed according to local customs and traditions. Commission of such offence, often based on local customs and traditions are social ills and the delinquents are also punished wherever possible under the existing laws. For proper efficacy existing legal framework is constantly endeavored to be modified and amended. The Act, under the title, 'Protection of Women (Criminal Laws Amendment) Act, 2006' is one such effort, introducing 53 amendments/ modifications/ omission/ insertions in 5 existing Laws/ Acts/ Ordinance of the land. Further, a Bill under the title 'Prevention of Anti-Women Practices (Criminal Law Amendment), 2006', already tabled in the Parliament envisages a series of amendments in the Pakistan Penal Code of 1860, prohibiting deprivation of women of their Rights of Inheritance, Forced Marriage, Marriage to the Holy Quran, Dissolution of Marriage in the absence of husband undergoing procedure of 'Lian' etc.

18. Pakistan's affirmative initiatives in the education sector are expected to bring about the desired attitudinal change for overcoming practices of harmful customs and traditions against women. Under the Education Sector Reforms and the more recent Medium Term Development Framework, 2005-10, specific initiatives have been taken to remodel and revitalize a gender sensitive education system by through the incorporation of women's concerns at all its stages, which include, inter-alia, elimination of gender bias from school curricula and textbooks. Such curricula for classes 1 to 12 have already been revised and are under review to portray women as equal partners of men for the development of society.

19. Gender sensitivity and awareness in any social system results out of positive and affirmative policy actions over a long range of time, involving an equally committed role played by media and a supportive educational system. Pakistan, since the Fourth World Conference 1995 and the launching of the 'Platform for Action' & the 'Millennium Development Goals' with a supportive forward looking government in position, has succeeded in bringing about target change in attitude and required reforms within and outside the government.

Violence Against Women

20. Violence Against Women, although a global issue has received supreme and committed attention of the present government in position in Pakistan. A multi-pronged attack is being made to minimize the incidence of violence against women in all forms from the society.

21. In the first instance, the existing legal framework is being constantly reviewed and amended to strengthen the hands of Law Enforcing Authorities to deal with the violence cases. As already stated (at Para-7), the Human Trafficking Ordinance, 2002 providing effective control especially of women trafficking both from within and outside the country, the Criminal Law Amendment Act, 2004 against 'honor killing', the Law Reforms Ordinance, 2006 enabling release of women prisoners on bail, the Protection of Women (Criminal Laws Amendment) Act, 2006 providing 30 important amendments in the existing 'Offence of Zina and Qazf (Enforcement of Haddood Ordinance 1979)', the 'Pakistan Penal Code (Act XLV of 1860)', the 'Code of Criminal Procedure 1898 (Act V of 1898)', and the 'Dissolution of Muslim Marriages Act 1939', the establishment of a series of Women Centers--- equipped with required help-lines and supported by Police Reforms like the establishment of Gender Crime Cell at the National Police Bureau--- to control and coordinate all crimes related to gender, have all contributed substantially in the reduction of Violence Against Women and other Gender Crimes. In addition to bringing about healthy amendments/ modifications in existing laws and enactment of new laws, efforts are also being made to raise the level of awareness and people's accessibility for redressal of grievances through changes in cultural practices, especially through media. A high level Media Awareness Campaign Committee, comprising Federal Minister and Members of Parliament formed recently has started making positive contribution.

22. For monitoring and proper follow up of violence cases, at the highest level there is a Federal Cabinet Committee to prevent violence against women. The Committee has been charged to regularly examine, monitor and report position status on the subject to the Cabinet. There is also a National Committee on Prevention of Violence Against Women, headed by the Interior Minister and assisted by a Gender Crime Cell to monitor the gender based crimes. The

District Session Judge is mandated now to call for a judicial inquiry in all custodial rape cases. Crimes involving females are to be investigated by a Female Police Investigating Officer. Induction of more women in prosecution side for better follow-up of the gender based crimes and recruitment of women police officers wherever available are made mandatory. Gender sensitive syllabus/ curricula have been introduced in all police training courses.

23. Cultural practices and customs leading to violence, like 'Karo Kari', 'Forced Marriage', 'Vani', 'Sawara', 'Marriage with the Quran' etc. (ref Para-17) are also being dealt with iron hands by the Law Enforcing Authorities at local level, supported by an effective media campaign. Furthermore, the Bill under the title, 'Prevention of Anti-Women Practices (Criminal Law Amendment), 2006', tabled in the Parliament is also expected to strengthen government efforts in this regard. The issue of violence against women thus is being regularly monitored on institutional basis.

Article 6

24. Efforts are being made to collect relevant data regarding the enforcement of the Human Trafficking Ordinance, 2002 from the Law Enforcing Authorities for their due incorporation in the Report. Meanwhile, a preliminary analysis of the data on human smugglers/ traffickers during the year 2005 identifies 10 women out of total of 926 persons arrested/ prosecuted for the offence.

Articles 7 and 8

25. Cases of violation of the existing well-defined Electoral Rules during the General Election 2002 and Local Government Elections 2005 were handled strictly with impartiality and neutrality by the Election Commission of Pakistan. On the basis of press reports that women in certain centers were not allowed to contest elections and cast votes, necessary press releases were issued on 25 & 26 July, 05 by the Election Commission, giving strict warnings that 'stern actions would be taken against persons involved in refraining women folk from participating in electoral practices', and also elections in such areas be declared null and void. Women candidates in the districts of Battagram, Upper & Lower Dir, Kohistan of NWFP were subsequently allowed extended time for filing nomination etc. On the basis of complaints, elections at 7 polling stations of Union Councils Jehangira II & Pir Piai of Nohshehra district and Pabini of Swabi district were actually declared null and void, legal proceedings were executed against violators.

26. Despite such stray cases of hindrances in the way of exercising women's electoral rights, the overall situation has shown substantial improvement. Pakistan occupies today a pivotal and unique position as a practising nation which has actually placed women in high positions of decision-making and ensured their participation in electoral positions at Federal, Provincial, and Local levels, through the Local Government Ordinance 2001 under the 'Devolution Plan' which is rightly called 'the watershed for political empowerment of women of Pakistan', providing 33% representation of women at all tiers of local elected bodies having 39,964 women, and a total of 787 women representing in the Federal and Provincial Assemblies. These have revolutionized the perception of political participation of women in Pakistan. The Women Political Schools established with the assistance of international donor agencies and 'District

Resource Centers for Women' are innovative projects infusing political vision and awareness among hitherto neglected women in rural and semi-urban areas of Pakistan.

Article 9

27. There has not been any significant progress in the area of bringing about further amendment in the Pakistan Citizenship Act of 1951, since 2000. Efforts, nevertheless, are continuing.

Article 10

28. Gender disaggregated data on education has been placed at Annex-I. Efforts are also being made to update these data under various classified heads, which when ready shall be duly incorporated in the Report. The launching of such committed programs in the education sector as under the Education Sector Reforms Action Plan 2001-05 and National Plan of Action on Education for All 2001-15 has shown encouraging results in the form of over 79% of pupils starting grade-1 reaching grade-5, with noticeable improvement in the completion rates for girls from 65 to 76% currently estimated. Contemporary programs in the field of education include macro-level reforms in planning, procedures, resource mobilization and utilization, sector wide approaches for reinforcement of linkages between sub-sectors i.e. primary/ elementary/ non-formal literacy, secondary/ technical, higher education and quality assurance structures with a holistic basis for planning of human resource development in the country. The ESR has a special focus on Education For All (EFA). 'Pakistan Millennium Development Goals Report, 2004' (jointly produced through local and international input of resources) reveals that significant progress has been made in (i) the ratio of girls to boys at all levels of education (at primary level from 0.51 in 1990-91 to 0.57 in 2003-04 while at secondary level from 0.50 to 0.64 and at tertiary level from 0.46 to 0.78), (ii) ratio of literate females to males (for age group 15 to 24 years from 0.51 to 0.65), and (iii) significant improvement in the share of women in urban employment ----- as a proxy indicator for share of women in wage employment in non-agricultural sector.

29. Concrete steps towards achieving the gender parity include 'Girls Primary Education Project' & 'Women Empowerment and Literacy' under Primary Education Development Projects, and Universal Primary Education by removing gender disparities in primary and secondary education by 2015.

30. Physical facilities for education of girls at primary level have improved substantially, while such facilities for middle and higher education, especially in the rural areas continue to be inadequate. Conscious efforts are however being made to improve upon the existing conditions to enhance gender parity ratio in education.

Article 11

31. Women participation in labour force is generally low and under reported in Pakistan. According to Federal Bureau of Statistics (Government of Pakistan), this aspect has been particularly inquired into and through special efforts on the basis of a series of adjustments in participation rates, numerous self employed and unpaid family workers (previously excluded) are now being brought under the overall participation rate net. Although slow, there is a general

trend of improvement in the female participation rate in labour force at all age groups due to general improvement in the environment and present government's various affirmative policies (Gender Disaggregated Labour Force data are at Annex-II).

Article 12

32. Pakistan launched a program to alleviate poverty on war footing under, 'Poverty Reduction Strategy Paper' (PRSP). During the period 1999 to 2004 under the PRSP framework, Pakistan's economy gained significant strength, quality of life indicators showed visible improvements and the rising trends in poverty appeared to have been arrested, demonstrating a reversal. This rich experience was utilized in setting Goal 6, under the Pakistan's Millennium Development Goals (MDGs) for 'Combating HIV/AIDs, Malaria and Other Diseases'. Various gender specific targets under the said Goal like reducing the prevalence of HIV/AIDs among 15 – 24 year old pregnant women and other vulnerable groups (e.g., active sexual workers) were set. Based on reported cases and limited surveys, relevant agencies under Ministry of Health are engaged in compiling the required database for effective control on the spread of these diseases, under the National AIDs Control Program (NACP)--- an umbrella project with multi-sectoral strategic framework.

33. Similarly, the issue of Maternal Mortality has since received national priority action, through Goal 5, under MDGs for 'Improving Maternal Health'. Women's reproductive and family health, which received inadequate attention earlier along with rising incidence of poverty and rapid population growth, now forms a priority subject for reducing total fertility as well as improving maternal health. Under the said Goal, concerted attention is also being paid on the issue of maternal mortality vis-à-vis the required health care services. From the estimated 340 – 400 par 100,000 of maternal mortality ratio, the Goal 5 targets to bring it down to 140 by 2015.

34. The high maternal mortality is mostly attributed to a high fertility rate, low skilled birth attendance rate, illiteracy, insufficient access to emergency obstetric care services (EmOC), malnutrition and socio-cultural practices limiting women's mobility. Further, with high total fertility rate (TFR) and improvement in child's survival rates, the percentage of women in the reproductive age group is also likely to double and thereby the situation to become more difficult in terms of availability of emergency obstetric care services. The prevalent high rate was also due to the fact that only 31% of female population sought antenatal care, which has since improved significantly. However, there still exist noticeable urban-rural disparities in this regard.

35. Efforts of Government in partnership with private sectors participation have already started showing positive results in the form of reduced TFR, from estimated 5.4% to 3.9%, higher Contraceptive Prevalence Rate (CPR) being around 30% from 12% during 1990-91, and also an overall reduction in the population growth rate, from 3% to 2%, as a result of substantial enhancement in the induction of LHVs and improvement in the availability and access of women to family planning services. The integration of family planning services with health services, under the overarching issue of maternal health is being made possible through improvement of midwifery skills of LHWs (elementary first aid in obstetric care), development

of new cadre of community midwives for advanced EmOC, and overall expansion in the delivery of pre & post natal services.

Article 13

36. Under the Food & Nutrition Program (Tawana Pakistan Project 2002), Free Meal Facility for 5 – 12 year old girls enrolled in schools, is benefiting 520,000 girls in 28 high poverty districts.

37. 79% beneficiaries under the ‘Provision of Safety Nets’ and ‘Food Support Scheme’ under Poverty Reduction Strategy Paper (PSRP) 2001 are women, covering 1.2m rural households. Similarly, 70% of beneficiaries under the ‘Guzara Allowance’ and ‘Zakat’ are women, benefiting over 0.4m women. The Dastkari Schools (700 nos.), established under the ‘Pakistan Bait-ul-Maal’ are providing skill based training and ready income to over 3,000 widows and indigents.

Article 14

38. As already explained in the Report, conscious efforts are continuously being made to reduce the existing gender gaps between urban & rural population. Plans and programs implemented, especially for human resource development, in the areas of Education, Health and Food & Agriculture now give due stress to bring about improvement in the lots of vulnerable & rural women.

39. For income generation of women in the rural sector, a number of schemes like ‘Crop Maximization Project’, ‘Integration of Agricultural Research and Extension Activities’, ‘Introduction of Herbs as Crops’, the ‘Three-Year Training Program for Rearing Livestock and Dairy Animals’ introduced since 2001-02 etc, are currently under implementation.

40. Similarly, under the ‘National Fund for Advancement of Rural Women’ (Jafakash Aurat) Project, with seed money of Rs. 100m created by the President of Pakistan, General Pervez Musharraf with special focus on rural women and the informal sector, nearly 23,000 rural women, covering over 74,000 households are expected beneficiaries. The Fund is being operated through of commercial banks, viz., Khushhali and First Women Bank and also an illustrious NGO, Agha Khan Rural Support Program, providing simultaneously skill, employment and income, especially to rural women. Further, under the Micro-Credit Scheme, recently launched by the Ministry of Women Development, also operated through Khushhali and First Women Bank, a new entrepreneurial class among disadvantaged poor women is being created.

Articles 15 & 16

41. The Law of Evidence (Qanun-e-Shahadat) does not bar the witness of women. Various provisos in the Constitution give women the rights to attest legal contract like men and in no way women are barred from signing contract or carrying out business and legal professions. Nevertheless, reforms, improvements/ modifications in existing laws are being continuously made by the government, in consultation with the civil society and scholars in Muslim Jurisprudence to remove any hindrance in the exercise of equal rights of women with men.

42. As already explained at para-17, hindrances and difficulties experienced mostly due to local customs and other cultural practices, compounded by low literacy rate amongst women especially in the rural areas, even in personal lives like dissolution of marriage, lacunae in the existing laws are being removed under the Protection of Women (Criminal Laws Amendment) Act, 2006 and the Prevention of Anti-Women Practices (Criminal Law Amendment), 2006 bill at present under consideration of the Parliament. Simultaneously efforts are also being made to bring about rapid change in the literacy rate of women. However, the process of such reformation is continuous and is expected to bring about desired improvement in the status of women in the exercise of legal contracts in Pakistan in the coming days.

Ratification of the Optional Protocol

43. In recent years and with a forward-looking Government in position, Pakistan is fully committed to materialize women empowerment in all segments of the society. Duly conscious of her responsibility as a State-Party to CEDAW, Pakistan is actively pursuing a policy of gender mainstreaming and gender equality in all her policies and programs. The question of opting for the Optional Protocol to CEDAW shall therefore be taken up at the right time. Views on any proposal for amendment to para-1 of Article 20 of the Convention shall duly be submitted when received.

Gender Disaggregated Data on Education

Annex-I

Gender Disaggregation Data on Education

For the most recent and widely accepted measure of literacy level, Labour Force Survey of Pakistan is referred. The survey's historical data reflects consistent ascent in the level of literacy, more for women than men.

Table 6.2 Literacy Rate (%)

Area/Sex	1999-00	2001-02	2003-04
Pakistan			
Total	46.5	50.0	51.6
Male	59.0	62.2	63.7
Female	33.3	36.9	39.2
Rural			
Total	36.1	40.5	41.6
Male	51.1	55.0	56.3
Female	20.6	25.4	26.6
Urban			
Total	67.4	67.8	69.7
Male	74.5	75.5	76.5
Female	59.6	29.3	62.5

Source:-Labour Force Survey of Pakistan

6.2 Educational Infrastructure - Public Schools

6.2.1 Primary Schools

Primary schools are the main determinant of literacy level as well as great social equalizer. The gender symmetrical expansion in their numbers ushers in deepening of social capital. The boys and girls schools make a secularly ascending time series. Mixed schools-due to their transient status i.e. a mixed school is likely to assume gender tag if enrolment tilts in favor of a gender-form a bumpy trajectory through time though the crests are getting more numerous and elongated.

Table 6.3 Number of Educational Institutions

Year	Number of Primary Schools			
	Male	Female	Mixed	Total
1992-93	80291	33080	7145	120516
1993-94	81089	34160	7538	122787
1994-95	84199	35917	7652	127768
1995-96	80262	36779	13211	130252
1996-97	71885	34722	28889	135496
1997-98	75493	39492	18668	133653
1998-99	77882	41436	16669	135987
1999-00	73463	41589	16727	131779
2000-01	73541	42387	16599	132527
2001-02	73520	43018	16578	133116
2002-03	73722	43321	16984	134027
2003-04	73783	43245	16924	133952

Source:-Academy of educational Planning & Management, Islamabad

Fig. 6.2 (a) Number of Primary Schools by Gender. Pakistan 1992-93 to 2003-2004

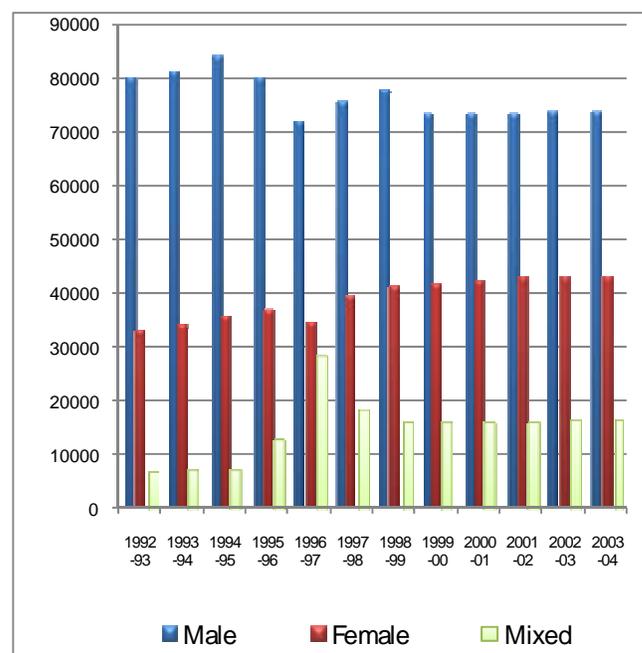
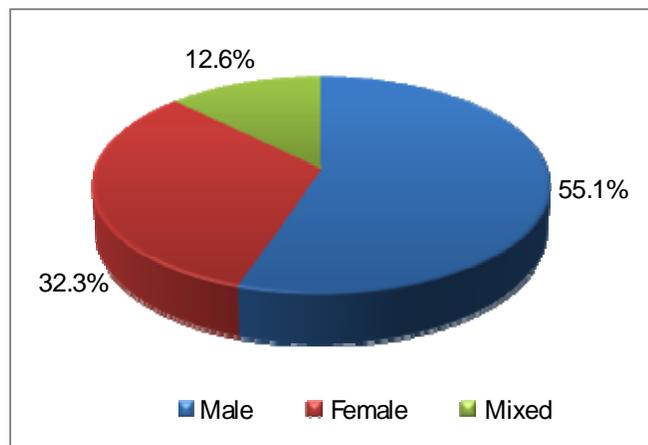


Fig. 6.2 (b) Percent Distribution of Primary Schools by Gender, Pakistan 2003-04



6.2.2 Middle Schools

At the out-set, the time series of middle school is, more or less, akin to that of primary schools. However, the number has been rising more consistently. Similarly, mixed schools traverse a bumpy ride through the tabular period. Longitudinally, the number of middle schools speaks of gravitation towards gender poise.

Table 6.4 Number of Educational Institutions

Year	Number of Middle Schools			Total
	Male	Female	Mixed	
1992-93	4996	4030	575	9601
1993-94	4901	4066	731	9698
1994-95	5051	4322	268	9641
1995-96	5130	4355	284	9769
1996-97	5127	4259	1184	10570
1997-98	5522	4766	798	11086
1998-99	5853	5120	499	11472
1999-00	6150	5494	441	12085
2000-01	6323	5777	429	12529
2001-02	6595	6154	451	13200
2002-03	6778	6439	519	13736
2003-04	6739	6426	503	13668

Source: - Academy of educational Planning & Management, Islamabad

Fig. 6.3 (a) Number of Middle Schools by Gender, Pakistan 1992-93 to 2003-04

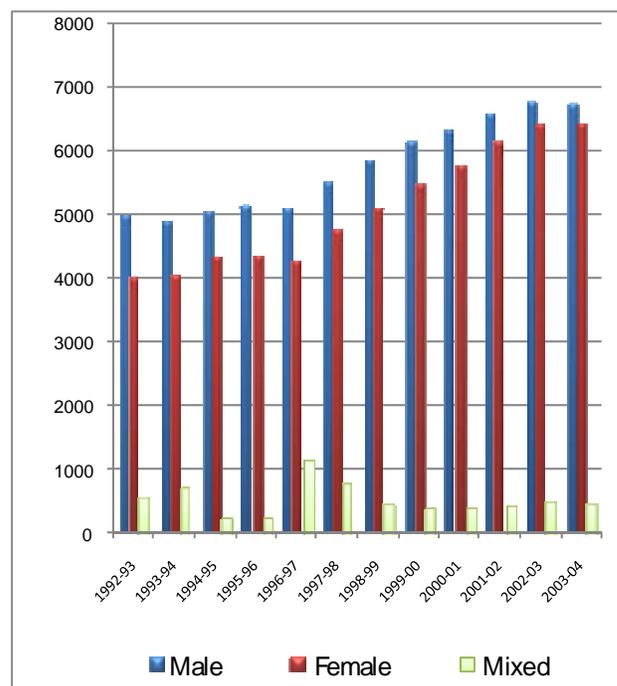
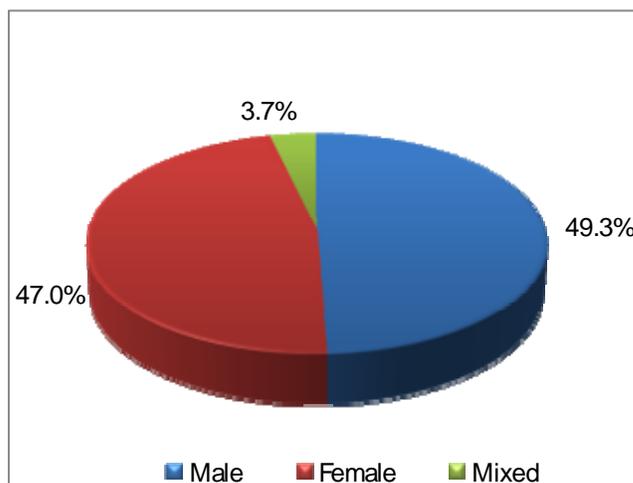


Fig. 6.3 (b) Percent Distribution of Middle Schools by Gender, Pakistan 2003-04



6.2.3 High Schools

Longitudinally, number of high schools follows the over all pattern of primary and secondary schools. Both boys and girls schools have, more or less, been expanding during the tabular period. However, the later fare at less than half the former at any point of time.

Table 6.5 Number of Educational Institutions

Year	Number of High Schools			
	Male	Female	Mixed	Total
1992-93	5111	2113	240	7464
1993-94	5291	2264	280	7835
1994-95	5534	2376	168	8078
1995-96	5505	2306	190	8001
1996-97	5420	2290	453	8163
1997-98	5640	2390	370	8400
1998-99	5832	2512	287	8631
1999-00	5757	2498	254	8509
2000-01	5827	2578	247	8652
2001-02	5805	2557	248	8610
2002-03	5960	2632	255	8847
2003-04	5937	2684	247	8868

Source:-Academy of Educational Planning & Management, Islamabad.

Fig. 6.4 (a) Number of High Schools by Gender, Pakistan 1992-93 to 203-04

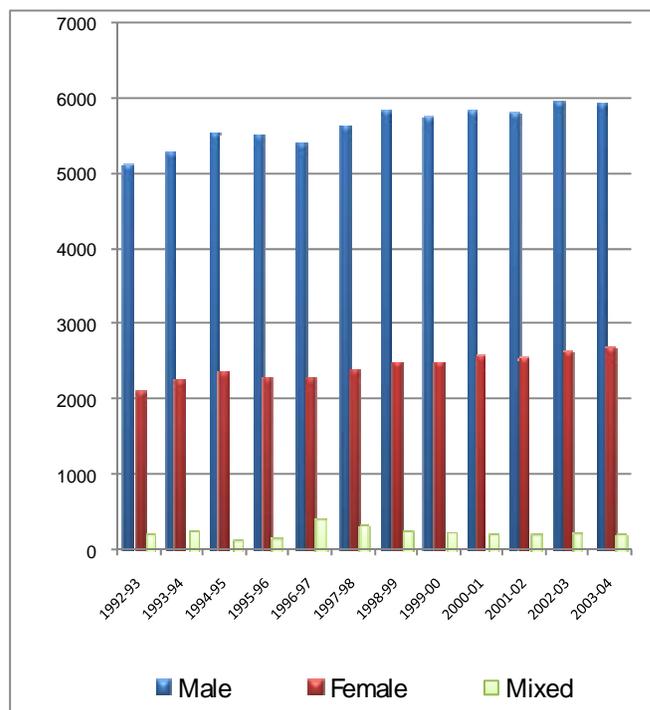
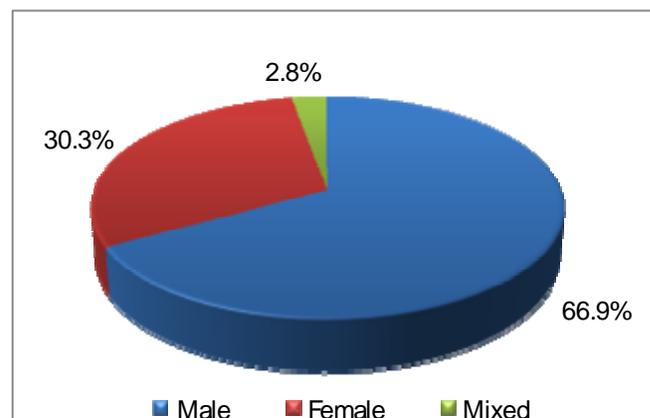


Fig. 6.4 (b) Number of High Schools by Gender, Pakistan 1992-93 to 2003-04



6.3 Enrolment Status-Public Schools

Enrolment starts from class 1 at primary school, to continue up the ladder to higher level. Some time, though, rarely, students are also enrolled in higher classes of primary schools after getting

preparatory coaching at home. For enrollment in primary school, 5 years age is fixed both girl and boys.

6.3.1 Primary Schools Enrollment

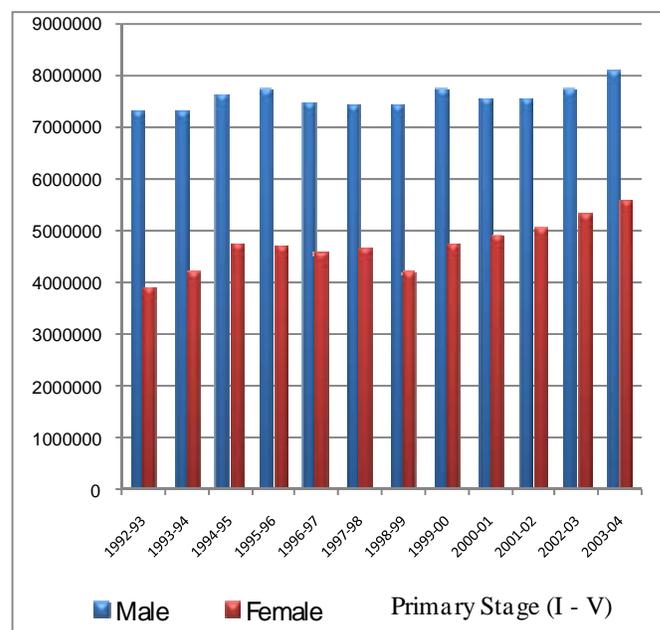
Primary school enrollment forms and evenly rising step function of time. It lost some steam just before the turn of century to regain thereafter. From female male perspective the former have always fared at one half the latter. However, incipient twenties do reflect a visible trend towards narrowing down of gender differentials in enrollment.

Table.6.9 Primary School Enrollments

Year	Enrollment in Primary Stage (I-V)		
	Male	Female	Total
1992-93	7329739	3896447	11226186
1993-94	7300545	4222760	11523305
1994-95	7617864	4731235	12349099
1995-96	7736894	4713666	12450560
1996-97	7468604	4606516	12075120
1997-98	7410259	4672670	12082929
1998-99	7424885	4208059	11632944
1999-00	7722844	4757622	12480466
2000-01	7540396	4889377	12429773
2001-02	7525134	5062966	12588100
2002-03	7722583	5309334	13031917
2003-04	8097218	5570266	13667484

Source:-Academy of educational Planning & Management Islamabad

Fig. 6.5 Number of enrollment in Primary Schools By Gender, Pakistan 1992-93 to 2003-04



6.3.2 Middle and High Schools Enrollment

Middle school enrolment form a segmented trajectory, a rising early nineties, flat later nineties and an ascending incipient twenties. As for boys and girls enrollment in the same periods, the former's trajectory remained more than two times higher than that of the latter's. This gulf began to narrow down in mid nineties continued as such steadily in latter nineties nascent twenties. In general, pattern of enrollment by gender is sync with that of the overall enrollment. As middle school enrollment later on continues almost all of high school enrollment, the latter's profile both into and by gender is akin to that of the former's.

Table 6.10 Middle School Enrollments

Year	Enrollment in Middle Stage (VI-VII)		
	Male	Female	Total
1992-93	1866115	823958	2690073
1993-94	1966182	918761	2884943
1994-95	2210029	1102207	3312236
1995-96	2023742	975852	2999594
1996-97	2027153	1033496	3060649
1997-98	1986441	1047138	3033579
1998-99	1998619	1081646	3080265
1999-00	1973941	1099997	3073938
2000-01	1559121	1288496	2847617
2001-02	1795749	1068173	2863922
2002-03	1821483	1091491	2912974
2003-04	1907113	1171104	3078217

Source: Academy of Educational Planning & Management, Islamabad

Fig. 6.6 Middle School Enrolment by Gender, Pakistan 1992-93 to 2003-04

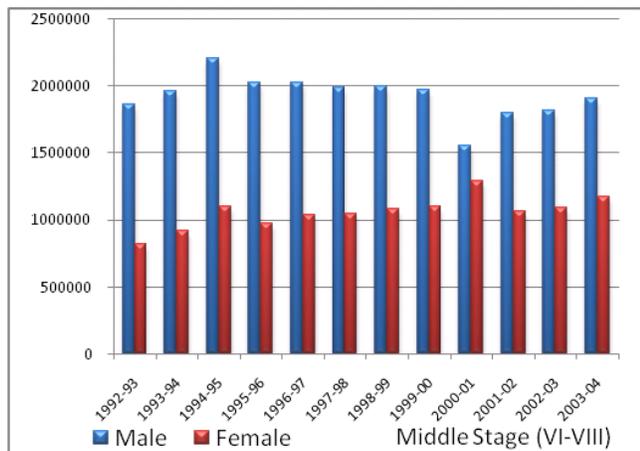
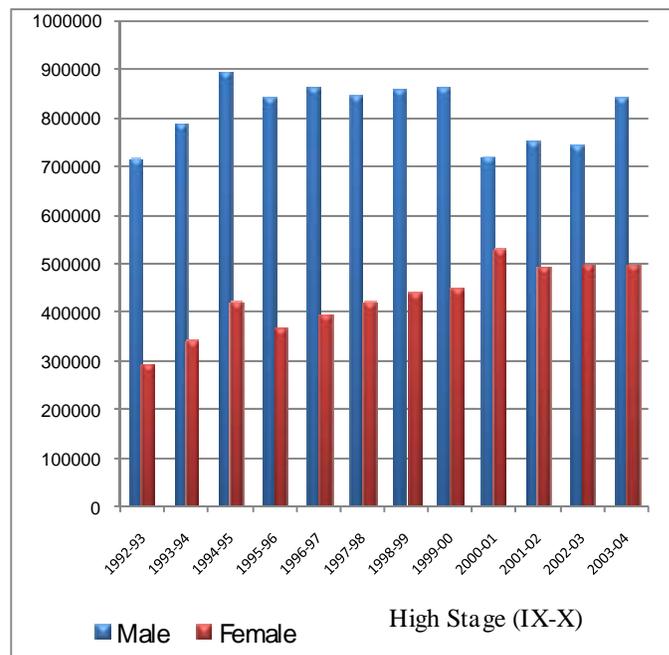


Table 6.11 High School Enrolments

Year	Enrollment in High Stage (IX-X)		
	Male	Female	Total
1992-93	716450	291879	1008329
1993-94	789247	343017	1132264
1994-95	895681	420421	1316102
1995-96	840980	368367	1209347
1996-97	862594	396983	1259577
1997-98	845904	419796	1265700
1998-99	856124	439985	1296109
1999-00	860737	450370	1311107
2000-01	718937	531004	1249941
2001-02	750773	492658	1243431
2002-03	743368	498265	1241633
2003-04	841488	499192	1340680

Source: Academy of Educational Planning & Management, Islamabad

Fig. 6.7 Number of Enrolment in High Schools by Gender, Pakistan 1992-93 to 2003-04



Gender Disaggregated Data on Labour Force

Annex-II

Gender Disaggregated Data on Labour Force

The most common indicators of participation in economic activities are the Crude Activity Rate, the Refined Activity Rate and the Age Specific Activity Rate. IN order to reckon with the influence of cultural, socio-economic and geographical factors, it is often recommended to calculate these rates by sex. They are defined as:-

- i) **Crude Activity (Participation) Rate (CAR)** is the percentage of persons in labour force to the total population.
- ii) **Refined Activity (Participation) Rate (RAR)** is the percentage of persons in labour force to the population 10 years of age and above.
- iii) **Specific Activity (Participation) Rates** are the percentage of persons in the labour force with a specific characteristic (age level of education, marital status, etc.) to the total population with the specific characteristics. For example, if we want to have the age specific activity rate for females in the age group of 20-24 years old, we must divide the number of active females 20-24 years old by the total number of women in that age group.

A comparative picture of crude participation rate based on current and 2001-02 Labour Force Survey is given in table-7.1. The crude activity rate ascends marginally from 29.6% in 2001-02 to 30.4% in 2003-04. Rural rates have scaled up higher relative to urban rates, which adumbrate osmosis of more activities into informal sector. The same observations hold with respect to area and gender as well. Punjab's crude participation rates for both sexes are the highest among the provinces. Crude participation rates for Pakistan by sex, rural/urban areas and provinces are presented in table-7.1.

For obtaining a better measure of the labour participation, especially of females, a few new questions to net in a set of economic activities likely to be carried out within house premises were introduced in Labour Force Survey, from 1990-91 onwards. Table-7.1 shows that the augmented female participation rates (i.e. 26% in 2001-02 Vs 28% in 2003-04) are substantially higher than shown b y the extant methodology (10% and 11%). This ratchets up the overall participation rates significantly (37% in 2001-02 Vs 39% in 2003-04) without altering the relative profile overtime. However, due to steeper decline in the urban women's participation, the new urban rate loses a wee bit to level down during the comparative periods. The same generally holds for provinces as well.

Table 7.1 Crude Activity (Participation) Rates: Pakistan And Provinces

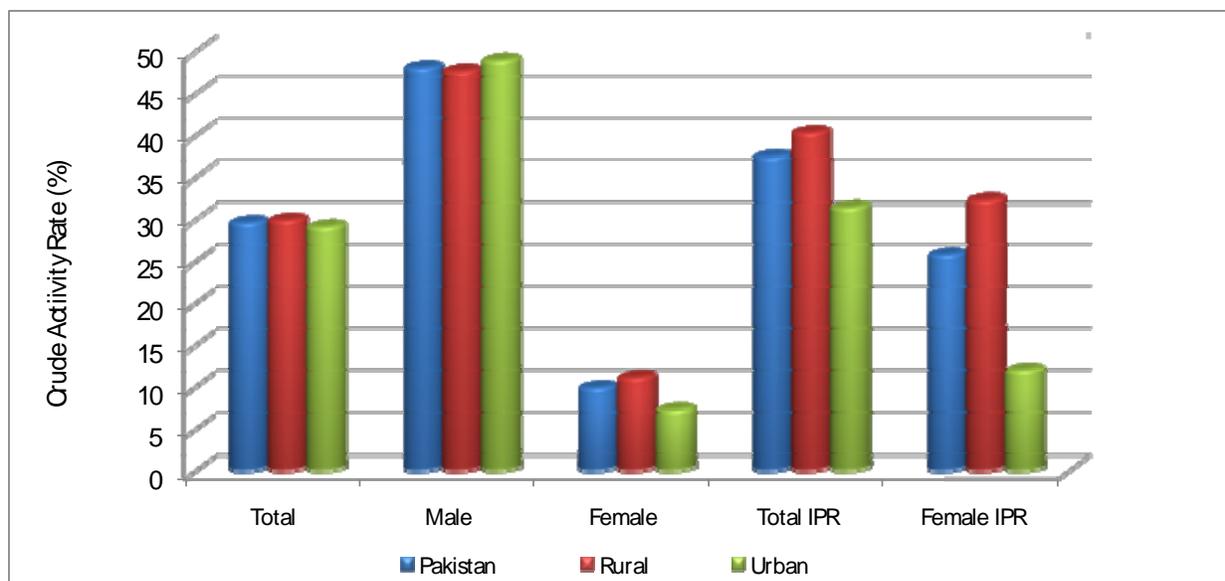
Province/ Area	2001-02					2003-04				
	Total	Male	Female	*Improved Participation Rate		Total	Male	Female	*Improved Participation Rate	
				Total	Female				Total	Female
Pakistan	29.6	48.0	9.9	37.4	25.8	30.4	48.7	11.2	38.5	27.5
Rural	29.9	47.6	11.1	40.3	32.3	31.0	48.2	13.2	42.2	35.8
Urban	29.1	48.9	7.3	31.4	12.0	29.2	49.8	7.0	31.1	10.8
Baluchistan	25.3	44.5	3.6	36.0	25.8	25.7	45.0	4.8	36.2	26.5
Rural	25.7	45.3	3.5	38.1	29.3	26.4	46.1	5.0	39.3	31.8
Urban	23.8	41.3	4.1	27.1	11.0	23.4	41.3	3.9	26.0	9.3
NWFP	23.5	41.7	4.7	36.9	31.6	24.6	42.3	6.9	38.1	33.8
Rural	23.1	41.1	4.6	38.3	35.1	24.5	41.8	7.3	39.8	37.7
Urban	25.8	45.0	5.0	29.0	11.6	25.1	44.8	5.1	29.1	13.1
Punjab	32.5	50.1	14.0	38.3	25.9	33.4	50.6	15.6	39.1	27.1
Rural	33.0	49.6	15.8	40.6	31.1	34.5	50.3	18.4	42.2	33.9
Urban	31.3	51.0	9.9	33.2	13.9	30.9	51.3	9.4	32.3	12.1
Sindh	27.3	47.8	4.1	35.6	21.8	27.9	48.8	4.6	37.6	24.9
Rural	27.6	48.4	4.1	41.9	34.4	27.8	48.3	4.7	45.0	41.0
Urban	26.9	47.3	4.0	29.4	9.2	28.1	49.3	4.4	30.2	8.7

Note:- *According to extant methodology , persons 10 years of age and above reporting housekeeping and other related activities are considered out of labour force. However, they are now indentified as employees if they have spent time on the specified fourteen agricultural and non-agricultural activities.

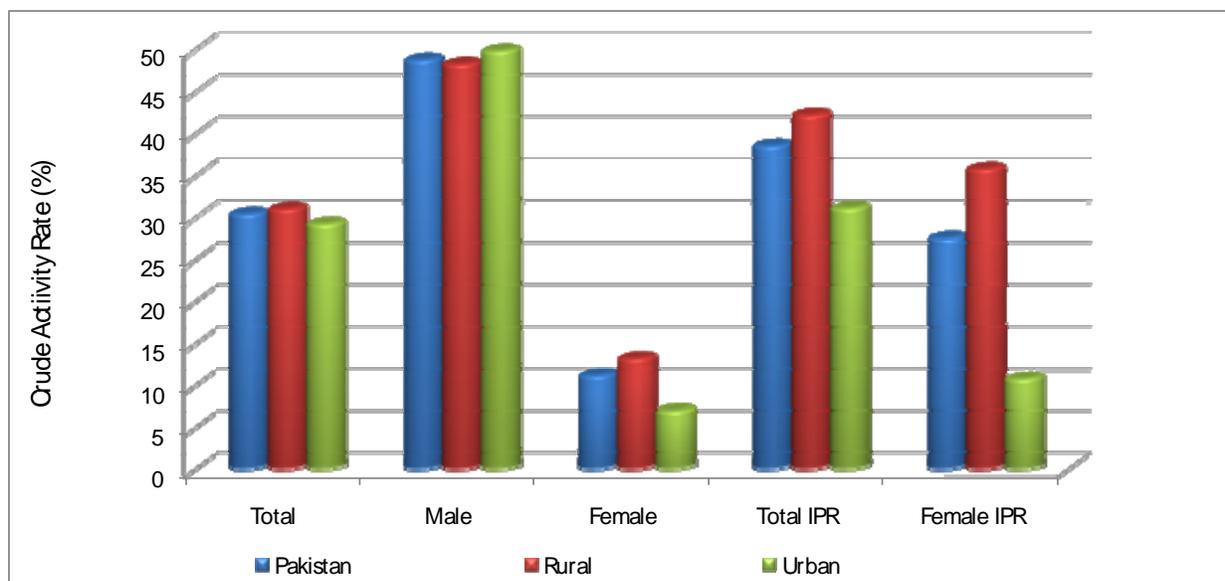
Source :- Labour Force Survey, w001-02 & 2003-04

FIGURE 7.1 Crude Activity (Participation) Rates By Sex For Pakistan, Rural And Urban.

2001-02



2003-04



IPR:- Improved Participation Rates: are based on additional probing questions asked from persons especially females engaged in housekeeping and other related activities as per old methodology.

Ala crude activity rate(s), refined activity rate has increased from 43% in 2001-02 to 44% in 2003-04. Provinces also line up in the same order and, male's participation rate (71%) is over four-times higher than that of females (16%). Similarly, female refined participation rates obtained through augmentation are substantially higher. The new refined rates behave in line with their crude twins along the area, province and gender. Rising rural (and stagnating urban rates) bespeak expanding frontiers of informal sector. A comparative picture of refined activity rates for Pakistan and its provinces by rural and urban areas for the current and 2001-02 surveys are given in table 7.2.

Table 7.3 (and figure 7.2) presents a comparative picture of age specific participation rates for Pakistan by sex based on 2001-02 and 2003-04 Labour Force Surveys. The rates appear to follow a platty kurtic dome-shaped trajectory through the age intervals with relatively flatter tail for later part of life. This observation holds irrespective of gender. Invariably, this pattern befits the government's delimitation of productive life years. Further, female participation in all age groups have leveled higher in 2003-04 which may be due to increase in informal particularly, farming activities.

Table 7.2 Refined Activity (Participation) Rates: Pakistan And Provinces

Province/ Area	2001-02					2003-04				
	Total	Male	Female	*Improved Participation Rate		Total	Male	Female	*Improved Participation Rate	
				Total	Female				Total	Female
Pakistan	43.3	7.03	14.4	54.7	37.7	43.7	70.6	15.9	55.3	39.3
Rural	45.2	72.2	16.8	60.9	48.7	46.3	72.6	19.5	62.9	52.7
Urban	39.9	66.9	10.0	43.0	16.4	39.2	67.1	9.4	41.7	14.5
Baluchistan	40.2	68.0	6.0	57.2	43.0	40.0	68.1	7.6	56.4	42.6
Rural	41.5	70.1	6.0	61.6	50.0	42.0	71.5	8.2	62.6	52.1
Urban	35.2	59.8	6.2	40.0	16.6	34.0	58.1	5.9	37.8	14.0
NWFP	36.4	65.2	7.2	57.1	48.3	37.2	65.7	10.2	57.7	50.0
Rural	36.5	65.8	7.2	60.4	54.3	37.5	66.0	10.8	61.1	56.2
Urban	36.1	62.4	7.0	40.6	16.4	35.7	64.3	7.1	41.4	18.5
Punjab	46.3	71.6	19.9	54.7	36.8	47.0	71.8	21.8	55.0	37.8
Rural	48.2	72.9	22.9	59.3	45.1	49.9	73.6	26.4	61.1	48.5
Urban	42.4	69.1	13.4	45.0	18.8	41.0	68.5	12.3	42.8	16.0
Sindh	40.5	70.4	6.1	52.9	32.7	40.5	70.8	6.6	54.5	36.1
Rural	44.3	76.6	6.8	67.4	56.4	43.9	75.8	7.4	70.5	64.3
Urban	37.2	65.1	5.5	40.7	12.8	37.8	66.4	5.9	40.6	11.7

Note:- *According to extant methodology, persons 10 years of age and above reporting housekeeping and other related activities are considered out of labour force. However, they are now indentified as employed if they have spend time on the specified fourteen agricultural and non=agricultural activities.

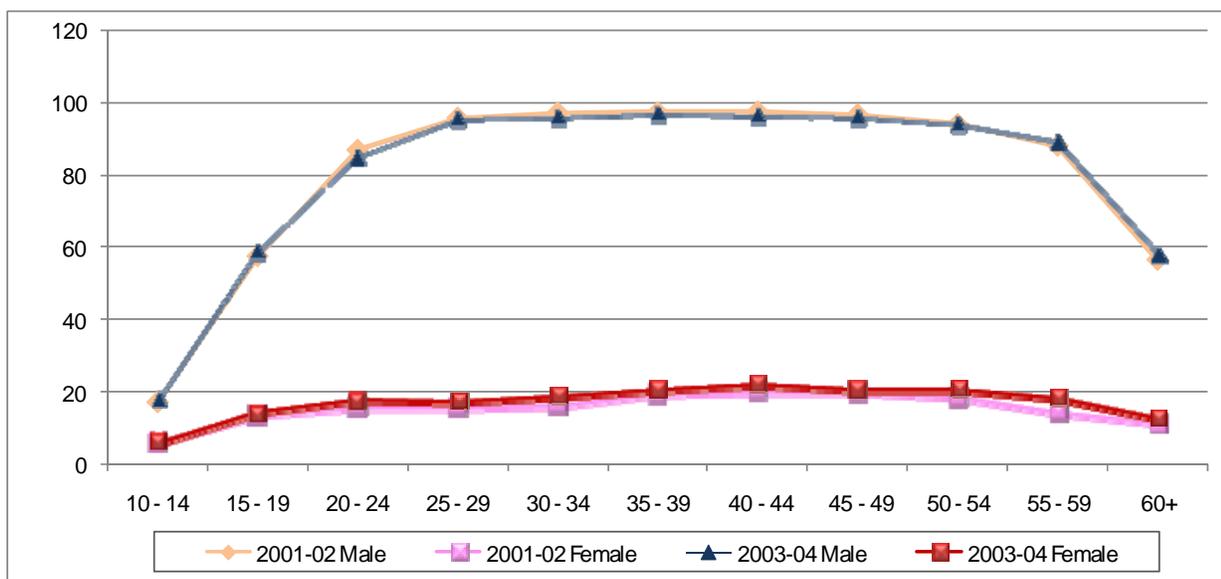
Source:- Labour Force Survey, 2001-02 & 2003-04

Table 7.3 Age Specific Activity (Participation) Rates By Sex For Pakistan

(%)

Age Groups	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
10 – 14	12.0	17.2	6.3	12.8	18.5	6.7
15 – 19	37.2	57.6	13.8	37.4	59.0	14.5
20 – 24	51.2	87.0	15.9	51.5	85.7	18.0
25 – 29	54.3	95.9	15.9	55.6	96.2	17.7
30 – 34	53.9	97.3	16.3	55.3	96.3	19.1
34 – 39	59.5	97.4	19.5	59.0	97.7	20.9
40 – 44	59.8	97.6	20.4	60.1	97.0	22.6
45 – 49	60.2	96.8	20.0	59.8	96.5	20.9
50 – 54	59.5	94.1	18.6	58.1	94.5	21.0
55 – 60	53.9	88.2	14.5	55.9	89.7	18.6
60+	37.4	56.6	11.4	38.7	58.4	12.9

Source:- Labour Force Survey, 2001-02 & 2003-04

Figure 7.2 Age Specific Activity Rate (ASAR) By Sex for Pakistan

7.2 Labour Force: Absolute Figures

The absolute figures of labour force have been calculated by multiplying crude participation rate of the respective survey year with the estimated population as on 1st January of that year. The numbers of employed and unemployed persons have been obtained by multiplying the labour force with percentages of employed and unemployed persons.

It is observed that 45.23 million of the total population are currently active, turned as Labour

Force". The labour force has increased from 42.39 Million in 2001-2 to 45.23 million in 2003-04. The volume of labour force has increased in all provinces irrespective of area and gender. However, the volume of male labour force has shrunk slightly in rural NWFP, probably, due to declining farming opportunities and, rural pathan's historical penchant for breeding new ground especially in trade and commerce. Absolute figures of labour force for Pakistan and its provinces by rural and urban areas for the current and 2003-04 surveys are given in table below.

Table: 7.4 Civilian Labour Force Of Pakistan And Provinces By Rural, Urban and Sex.

(Million)

Province/Area	Labour Force					
	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Pakistan	42.39	35.57	6.82	45.23	37.13	8.10
Rural	28.84	23.63	5.21	30.71	24.30	6.41
Urban	13.55	11.94	1.61	14.52	12.83	1.69
Baluchistan	1.71	1.60	0.11	1.91	1.74	0.17
Rural	1.41	1.32	0.09	1.50	1.36	0.14
Urban	0.30	0.28	0.02	0.41	0.38	0.03
NWFP	4.86	4.38	0.48	5.07	4.35	0.72
Rural	4.06	3.66	0.40	4.24	3.61	0.63
Urban	0.80	0.72	0.08	0.83	0.74	0.09
Punjab	26.54	20.96	5.58	27.85	21.44	6.41
Rural	18.70	14.31	4.39	19.76	14.54	5.22
Urban	7.84	6.65	1.19	8.09	6.90	1.19
Sindh	9.28	8.63	0.65	10.41	9.60	0.80
Rural	4.67	4.34	0.33	5.21	4.79	0.42
Urban	4.61	4.29	0.32	5.19	4.81	0.38

Note:- Absolute estimate of labour force 2001-02 has been calculated by using the revised population estimates of 1st January, 2001 and will not tally with the absolute figures published in the report on LFS,2001-02

Source:- LFS.2001-02 and 2003-04

7.3 Employed: Absolute Figures

The number of employed persons has increased from 38.88 million in 2001-02 to 41.75 million in 2003-04. This increase has been noted across the board irrespective of gender, area and province. However, the volume of male employment in

rural NWFP remained at the same level in the comparative years. It be-speaks that farming has progressively been losing its capacity to keep the incremental labour force productively in situ. The details are given in Table 7.5

Table 7.5 Employed : Pakistan and Provinces

(Million)

Province/Area	Employed					
	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Pakistan	38.88	33.19	5.69	41.75	34.69	7.06
Rural	26.66	22.19	4.47	28.64	22.93	5.71
Urban	12.22	11.00	1.22	13.11	11.76	1.35
Baluchistan	1.58	1.51	0.07	1.75	1.63	0.12
Rural	1.32	1.26	0.06	1.39	1.29	0.10
Urban	0.26	0.25	0.01	0.36	0.34	0.02
NWFP	4.22	3.90	0.32	4.41	3.91	0.50
Rural	3.54	3.26	0.28	3.71	3.26	0.45
Urban	0.68	0.64	0.04	0.70	0.65	0.05
Punjab	24.28	19.50	4.78	25.80	20.01	5.79
Rural	17.29	13.43	3.86	18.55	13.74	4.81
Urban	6.99	6.07	0.92	7.25	6.27	0.98
Sindh	8.80	8.28	0.52	9.79	9.14	0.65
Rural	4.51	4.24	0.27	4.99	4.64	0.35
Urban	4.29	4.04	0.25	4.80	4.50	0.30

Note:- Absolutes estimates of employed 2001-02 has been calculated by using the revised population estimates of 1st January, 2001 and will not tally with the absolute figures published in the report on of LFS, 2001-02

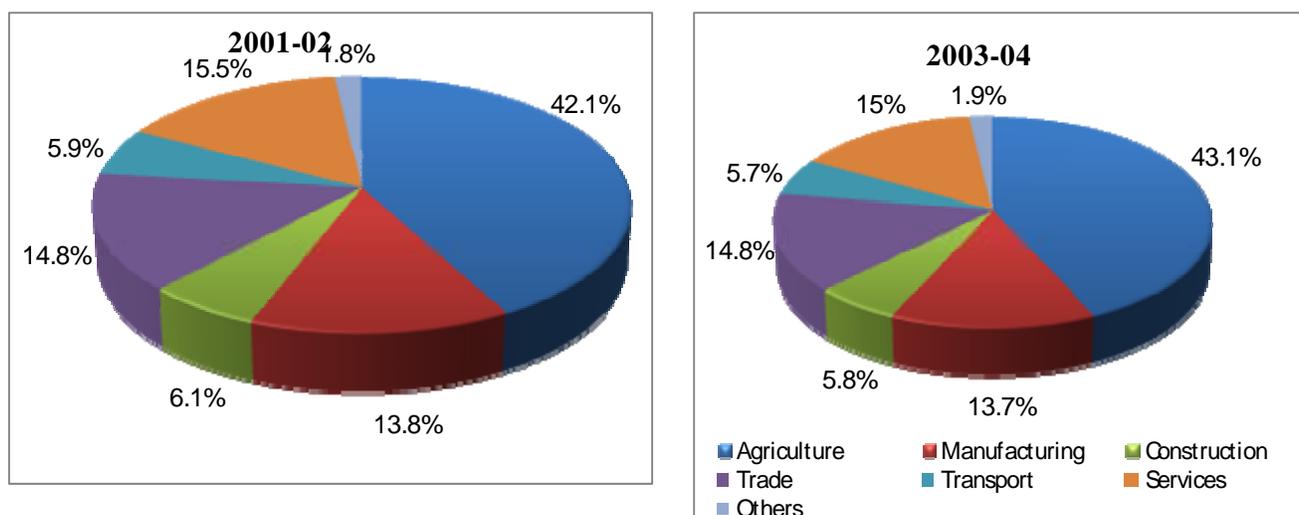
Source: LFS, 2001-02 and 2003-04

Table 7.7 Distribution of employed: Major industry division

(%)

Major Industry Divisions	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Agriculture, forestry, hunting and fishing	42.1	38.2	64.6	43.1	38.1	67.3
Manufacturing	13.8	13.6	15.2	13.7	13.5	14.7
Construction	6.1	7.0	0.3	5.8	7.0	0.3
Wholesale and retail trade	14.8	17.1	1.9	14.8	17.5	1.7
Transport, storage and communication	5.9	6.9	0.4	5.7	6.9	0.1
Community, social and personal services	15.5	15.2	17.4	15.0	14.8	15.8
Others (includes mining & quarrying, electricity, gas & water, financing, insurance, real estate & business services and activities not adequately defined)	1.8	2.0	0.2	1.9	2.2	0.1
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source: - Labour force survey, 2001-02 & 2003-04

Figure 7.3 Distribution of employed: Major Industry Division,

7.6 Employed: Major occupation Group

As per comparative Labour Force Surveys, employment in all occupational groups has, more or less, flattened/stagnated except in “skilled agricultural and fishery workers” (34.7 versus 34.9%) followed by “elementary (unskilled) occupation” (19.4 versus 20.3%), together accounting for more than half of the employed labour force. It seems that former is home to Incremental female labour force as its growth is female-led exclusively. Obverse dynamics of growth prevails in the latter one. Female

employment has scale down across- the board except in “skilled agriculture and fishery workers various mens employment notched up in the top (legislators, senior officials and managers) and bottom (elementary occupation) rung of the occupational hierarchy percentage distribution of employed persons by major occupational groups for the years 2001-02 and 2003-04 is given in table 7.8 Occupational pattern of employed person is indicated in Fig. 7.4.

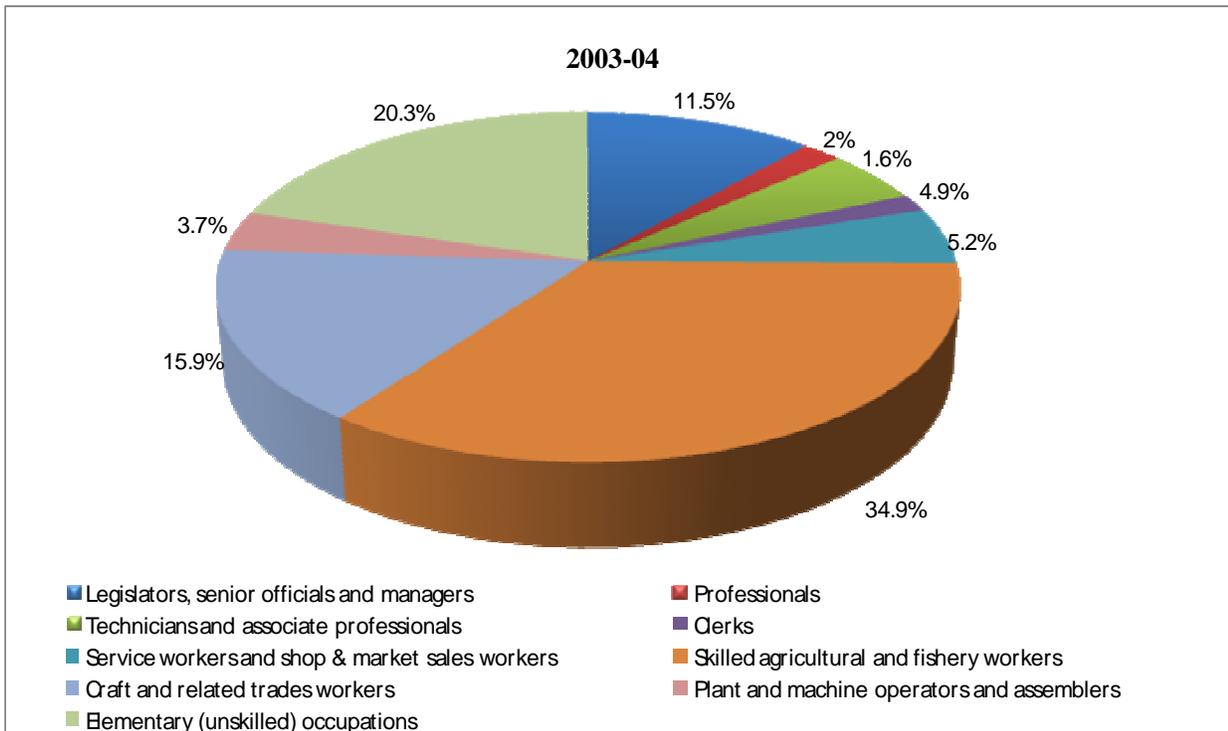
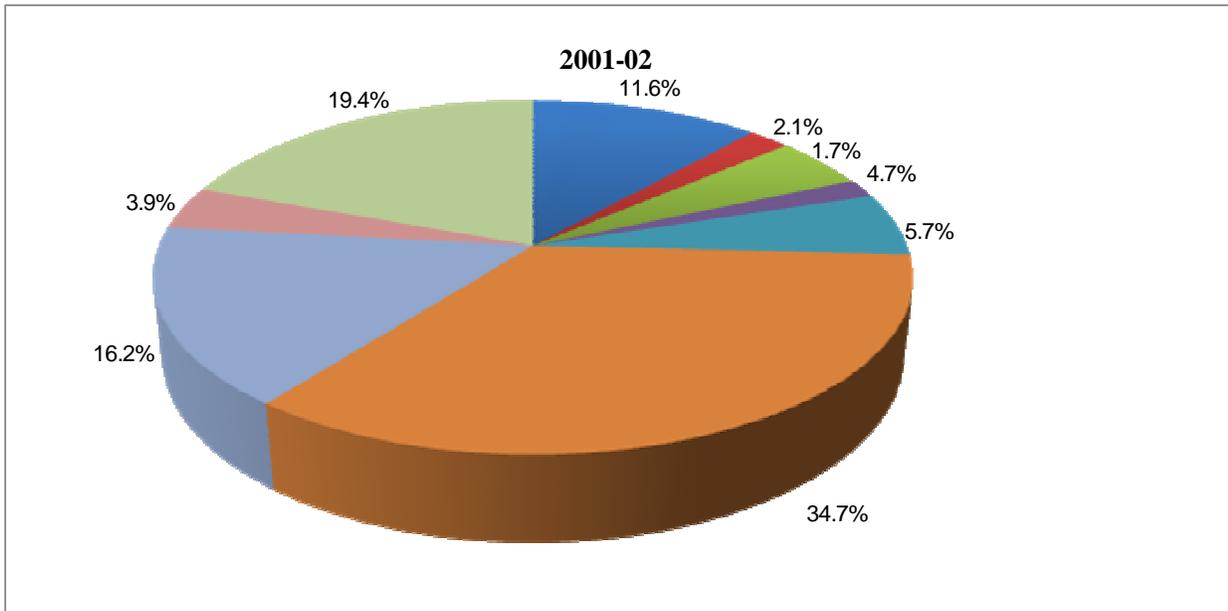
Table 7.8 Distribution of employed Major occupational Groups

(%)

Major Occupational Groups	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Legislators, senior officials and managers	11.6	13.2	1.9	11.5	13.5	1.4
Professionals	2.1	2.0	2.5	2.0	2.0	1.9
Technicians and associate professionals	4.7	3.9	9.5	4.9	4.1	8.7
Clerks	1.7	2.0	0.3	1.6	1.9	0.2
Service workers and shop & market sales workers	5.7	6.4	1.3	5.2	6.1	0.8
Skilled agricultural and fishery workers	34.7	33.0	44.3	34.9	32.2	48.4
Craft and related trades workers	16.2	16.4	14.9	15.9	16.2	14.3
Plant and machine operators and assemblers	3.9	4.6	0.2	3.7	4.5	0.1
Elementary (unskilled) occupations	19.4	18.5	25.1	20.3	19.5	24.2
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source:-Labour force survey 2001-02 and 2003-04

Figure 7.4 Distribution of Employed: Major Occupational Groups



7.7 Employed: Employment Status

Employed persons are denominated mainly as employees, self-employed, unpaid family helpers and employers. During the comparative periods, the two foremost categories have receded whereas the last one fared at the same level. Thus, the profile of activities likely to siphon labour force from unorganized into organized sector has weakened comparatively. A conspicuously women-led surge in the third one (unpaid family worker) gives credence to the aforementioned observation. Majority (38%) constitutes employees followed by self-employed (37%), unpaid family helpers (24%) and employers (1%). As expected, more female workers are engaged as unpaid family helpers (53%) compared to male workers (18%). Contrarily more male workers are engaged in the category of self-employed, employees and employers. Comparative data for the current and 2001-02 surveys is given in table-7.9.

Table 7.9 Distribution of Employed: Employment Status And Sex (%)

Employment Status	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Employers	0.8	0.9	0.3	0.9	1.1	0.1
Self-employed	38.5	42.4	15.7	37.1	41.4	15.9
Unpaid family helpers	20.8	16.4	46.9	24.1	18.3	52.8
Employees	39.9	40.3	37.1	37.9	39.2	31.2
Total	100	100	100	100	100	100

Source:- Labour Force Survey, 2001-02 & 2003-04

7.9 Employed: Informal Sector

Currently, true to the often-held contention, informal sector accounts for 70% of the employment in main jobs outside agriculture sector. In the same refrain, percentage of employed involved in informal sector (73%), in rural area, is higher compared to that of urban areas (67%). As expected, formal sector activities are more concentrated in urban areas (33%) as compared to rural areas (27%). Since informal activities are predominantly non-agrarian, male workers are relatively more concentrated in informal sector both in rural and urban areas of the country. Informal sector's employment has surged by five percentage points from 65% in 2001-02 to 70% in 2003-04, irrespective of gender and area. For explanation, the aggressive consumer finance schemes launched by various financial institutions are one of the important reasons. However, inhibiting influence of government's long held predilection to generate revenue by hook or crook can not be discounted altogether as a reason for surge in informal activities. A comparative picture of the proportions of persons employed in non-agriculture sector into formal and informal for the current and 2001-02 survey is given in table 7.11

Table 7.11 Distribution Of Non-Agriculture Workers Into Formal And Informal Sector (%)

Sector	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Total	100	100	100	100	100	100
Formal	35.4	35.3	37.0	30.0	29.6	34.3
Informal	64.6	64.7	63.0	70.0	70.4	65.7
Rural	100	100	100	100	100	100
Formal	31.7	31.5	34.3	27.1	26.7	30.1
Informal	68.3	68.5	65.7	72.9	73.3	69.9
Urban	100	100	100	100	100	100
Formal	38.9	38.9	39.3	32.8	32.2	38.4
Informal	61.1	61.1	60.7	67.2	67.8	61.6

Source:- Labour Force Survey, 2001-02 & 2003-04

7.10: Informal Sector: Major Industry Divisions

According to classification of the informal sector employment by major industry divisions, the largest slice (35%) goes to wholesale and retail trade. Manufacturing sector ranks second with about one-fifth (21%) followed by community, social and personal services (19%), construction (13%) and transport (11%). The other categories including mining & insurance, real estate & business services account per less than 2%. Comparative Labour force surveys indicate

relative decline in an categories except “wholesale and retail trade” and “others” grouping. Both groups reflects relative rise in the male employment. Males employment forms a bit skewed unimodal pattern peaked in wholesale and retail trade while females employment is bimodally apportioned with maximas lying in manufacturing (57%) and community and social services (34%). Percentage distribution of informal sector workers by major industry divisions for the year 200-102 and 2003-04 is given in table 7.12.

Table 7.12 Distribution of Informal Sectors Workers: Major Industry Divisions

(%)

Major Industry Division	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Manufacturing	20.9	17.3	57.5	20.6	16.9	57.3
Construction	13.9	15.1	1.3	13.4	14.6	1.2
Wholesale and retail trade	34.0	36.5	7.6	34.6	37.3	7.6
Transport, storage and communication	11.7	12.7	1.0	11.2	12.3	0.3
Community, social and personal services	18.9	17.6	32.4	18.7	17.2	33.5
Others (includes mining & quarrying; electricity, gas & water and finance, insurance, real estate & business services)	0.7	0.8	0.2	1.5	1.7	0.1

Source: - Labour Force Survey, 2001-02 & 2003-04

7.11 Informal Sector: Major Occupational Groups

Majority (31%) are reported as craft and related trade workers. Nigh a quarter (25%) are legislations, senior officials & managers. About one-fifth (23%) are engaged in elementary (unskilled) occupations. Services workers, shop and market sales workers rank fourth (10%) followed by plant & machine operators & assemblers (6%), technicians & associate professionals (4%) and professionals (2%). As expected, occupational distribution of workers is marked by wide sex differentials. Figures on males sit in the vicinity of overall pattern at wide variance with that of females. Further, apportionment of number among activities is, relatively, more even for men than for women.

Craft & related trade activities, home to three-fifth (59%) of female and more-than one quarter male workers (28%), constitute peak irrespective of gender. Among the sizeable groupings “plant and machine operators & assemblers” and “legislators, senior officials and managers” reflect male dominance in the same order. “Professionals” and “technicians and associate professionals” are more tuned to women. “Elementary Occupations” tend to be gender neutral. Except the grouping of legislators, technicians, clerks and elementary occupations, all reflect relative decline during the comparative period. A comparative picture of the informal sector workers classified by major occupational groups for the current and 2001-02 surveys is given in table 7.13

Table 7.13 Distribution of Informal Sectors Workers: Major Occupational Groups (%)

Major Occupational Groups	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0
Legislators, senior officials & managers	24.6	26.3	6.8	24.9	26.7	5.9
Professionals	1.8	1.7	2.5	1.6	1.5	2.5
Technicians and associate professionals	2.8	2.3	8.5	3.8	3.2	9.8
Clerks	0.2	0.2	-	0.4	0.5	-
Service workers and shop & market sales workers	9.5	9.9	5.2	9.5	10.1	3.1
Skilled agricultural and fishery workers	0.1	0.1	-	-	-	-
Craft and related trade workers	32.3	29.6	59.9	31.1	28.4	58.6
Plant and machine operators and assemblers	6.4	7.0	0.6	6.1	6.7	0.2
Elementary (unskilled) occupations	22.4	22.9	16.5	22.6	22.9	19.9

Source:- Labour Force Survey 2001-02 & 2003-04

7.12 Informal Sector: Employment Status

The employment status categorizes majority (44%) as self-employed followed by employees (43%). The former, embracing majority (45%) of women, and latter, containing better parts (46%) of women, are mutually obverse in gender skewness. About one in ten workers (12%) are reported as unpaid family helpers and one & a half percent are identified as employers. The former is home to two-time more women vis-à-vis men while the latter is acutely men-centric. As far as change in the comparative periods, unpaid family workers, employees and self-employed reflect a modicum of ascent in the same order while employees category a bit recedes. It seems that organized activities tend to concede ground to unorganized ones during the referred periods. Percentage distribution of informal sector workers by employment status for the years 2001-02 and 2003-04 is given in table 7.14.

Table 7.14 Distribution Of Informal Sectors Workers: Employment Status

(%)

Employment Status	2001-02			2003-04		
	Total	Male	Female	Total	Male	Female
Total	100	100	100	100	100	100
Employer	1.0	1.1	0.2	1.5	1.6	0.2
Self-employed	43.6	44.8	31.0	43.7	44.7	34.0
Unpaid family helpers	10.9	10.1	19.1	11.7	10.9	19.5
Employees	44.5	44.0	49.7	43.1	42.8	46.3

Source:- Labour Force Survey, 2001-02 & 2003-04