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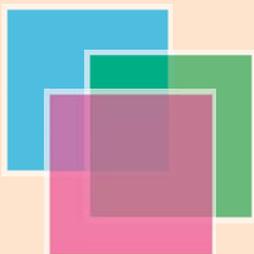


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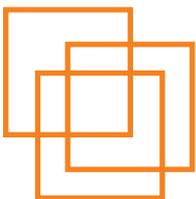
Gender Disparities in Youth Employment Programs



Towards Gender Parity in Pakistan (TGP) Project

ILO Country Office for Pakistan

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The primary goal of the International Labour Organization (ILO), a specialised agency of United Nations, is to promote opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. The ILO is devoted to promoting social justice and internationally recognized human and labour rights, pursuing its founding mission that labour peace is essential to prosperity. Thus, the ILO considers gender equality in the world of work as a key element in its vision of Decent Work for All Women and Men for social and institutional change to bring about equity and growth. The main focus or thematic areas of the ILO on gender equality coincide with the organization's four strategic goals, which are to: promote fundamental principles and rights at work; create greater employment and income opportunities for women and men; enhance the coverage and effectiveness of social protection; and strengthen social dialogue and tripartism. The ILO believes that investment in gender equality and women empowerment is not only a **right** thing to do but a **Smart** thing to do.

Today, Pakistan faces multiple challenges of low economic growth, humanitarian crises, internal and external security issues, and low social development indicators. Women in Pakistan continue to face constraints due to the prevalent socio-cultural norms that deny them equal access to facilities and opportunities. Pakistan still ranks 128 out of 182 on Human Development Index (2010), 124 out of 155 on Gender Development Index (2009) and 132 out of 134 on the Global Gender Gap Report (2009). Pakistan women have limited access to resources; restricted rights, limited mobility and somewhat muted voice in shaping decisions make them highly vulnerable.

Women are increasingly joining the work force but often in the informal economy dominated by low paying and poorly protected jobs that pose threats to their reproductive health and consequently to the welfare of their families. During the reporting period waged and salaried employment increased by only 2.4 percentage points of the unemployed (15+), whilst own-account workers decreased by more than 7 percentage points. The proportion of those working excessive hours has declined slightly since 1999-2000 but only because the proportion of females in total employment, who work less than 30 hours has increased. The proportion of males working excessive hours has risen by 1.4 percentage points since 1999/2000.

Despite recent gains in terms of employment and unemployment a clear gender gap is evident. The female labour force participation rate is 19.6 per cent as compared to males at 69.5 per cent. Women continue to be under-represented and under-utilised in the economy and labour market and tend to predominate as unpaid family workers in agriculture, and hold low paid, low skill jobs and at the lowest tiers of the industrial labour force in urban areas.

Women counted as employed include employees, self employed, unpaid family workers and those generally engaged in low skilled, low wage economic activities. More than half of these women earn less than 60 per cent of men's incomes. The bulk of the female labour force is employed in the informal economy, and is not covered under legal protection and labour welfare institutional mechanisms. In the urban informal sector 67.5 per cent of women work as home-based or casual workers on low wages, or as domestic workers with

extremely low remuneration. Women generally appear to be mostly unaware of labour laws and do not have a collective voice, therefore unable to exercise their rights.

For the ILO, Pakistan has been an important and active member and the government of Pakistan has ratified 34 ILO Conventions including C 100 and C 111, which indicates its commitment to pursue the attainment of high standards for its people, particularly for women. Pakistan's Government, Employers' and Workers' representatives have also repeatedly expressed their commitment to work for promotion of a right-based work environment.

The ILO approach is grounded in the rights-based argument and the economic efficiency rationale: not only is gender equality in the world of work a matter of human rights and justice for workers, it also makes good business sense for employers and is instrumental in achieving economic growth and poverty reduction at national levels.

The ILO is pleased to present to you the study named “**Gender Disparities in Youth Employment Programs**” carried out by the ILO project entitled “Towards Gender Parity in Pakistan (TGP)” as part of its knowledge-creation for its tripartite constituents in Pakistan. One major objective for this project was to establish benchmarks from gender-perspective regarding various aspects of employment and to work more effectively towards achieving a marked change in the policies and practices.

It is understood that decreasing poverty and inequalities is like chasing a moving target where with the ever increasing population there is a need for more efforts to uphold principles of social justice and rights-based decisions. For this to happen, joint efforts by all the partners, collaborators and institutions would be required and I am glad that the ILO has taken lead in forging such collaborations and coordination among key stakeholders.

I would also like to extend my gratitude to the Government of Pakistan, Employers' Federation of Pakistan, Pakistan Workers' Federation and other partner organizations for their demonstrated commitment and immense support to us in our efforts for promotion of Decent Work in Pakistan.

I congratulate the TGP project team of on their successful initiatives to develop a much-needed knowledge base on Pakistan labour market from gender perspective. I am sure these efforts would help ILO and its partners in taking steps towards taking gender equality endeavours to new heights.

Thank you,

Francesco d'Ovidio

Country Director

ILO Office for Pakistan

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This project was undertaken to investigate the issue of gender disparity in youth employment programs in our national context. This effort required utmost commitment and professionalism from all those involved. The core elements of youth employment program were kept into mind while designing, collecting data, and analysis of results and at the same time cultural uniqueness has also been taken into account. We would like to acknowledge professional commitment and expert advice of all the relevant persons for helping the team gather data and clarification of results. We also thank all those who participated in this project in any form and made their views and opinion accessible to us and their valuable comments made it possible for our team to achieve the objectives of this project.

EXECUTIVE SUMMARY

The International Labour Organization (ILO) commissioned a study to Peace & Development Foundation to find out the barriers and disparities in accessing and availing the employment programs by the youth, especially female youth and draft policy recommendations to remove the barriers and enhance the labor participation of the young females in Pakistan. The study was conducted on national level and a sample of 1273 youth (634 female & 639 male) from all the four provinces, Azad Kashmir, Gilgit-Baltistan, Islamabad and FATA formed the geographic magnitude of this project. The data was collected through questionnaire, group discussions and semi structured interviews of stakeholders. The data collected through different mutually supportive modes projected, interpreted and analyzed results under qualitative as well as quantitative verities that provided useful insight enabling to understand the situation of gender disparities in youth employment in the country.

The study reveals that income, self development, professional development, and improvement in the standard of living are the most prominent aspirations related to jobs among the youths. Although a minor segment of the sampled youth (6.12%) availed the youth employment programs, the majority of them (71.06%) were satisfied in achieving and securing an aspired employment.

More than half of the respondents were employed and out of them most were working on temporary and contractual basis. The most prominent sector of employment for these youth is education, business and finance with 55.48 percent associated with these sectors. Majority of them (70.82 percent) were of the view that their work is compatible with their education especially by females. In terms of working environment the perceived overall working environment was supportive and most of the employed youths considered the appropriateness of working conditions, civic facilities, and administrative support except transport facilities, medical facilities, and supervisory support specifically for employed females.

The unemployed youth flashed lack of opportunities, appropriate education and experience as reasons for their unemployment. Cultural values were the least important reason of not being employed specifically among females. Most of the employed youth expressed that specific prior skills are required to perform their job but a large number (45percent) are still unaware of any training program to develop the required skills. Only 43 percent of the employed youth have attended such programs due to its accessibility and compatibility and those who have not attended any skill development program is mainly due to inaccessibility by females and un-affordability by males.

The findings indicate that a small percentage (29.30%) of the respondents have some information regarding youth employment programs, out of which male respondents are relatively more informed as compared to their female counterparts. Friends and relatives are the most important source of information regarding youth employment programs. The secondary and tertiary important sources of information included internet and newspaper respectively. Friends/relatives and internet were the primary important sources of information for male and female respondents respectively. Interviews with the internees also indicated that they got information regarding national internship program through newspaper and internet. Only a minor segment (6.12%) of the participants availed youth employment programs.

The results illustrates that very few of the respondents (13.78%) perceives youth employment programs as discriminatory against women, and the female youth perceives more discrimination in this regard as compared to their male counterparts. Both male and female youths portrayed accessibility as the prominent

area of sensitivity. Skills and education for male and workplace environment and workplace location for female youths were the second and third most important area of sensitivity regarding Youth Employment Programs. Youth also identifies humiliating attitude (harassment in larger context) as the most important and discouraging on the part of program supervisors specifically for female youths. The semi-structured interviews with the internees of National Internship Program also indicated the working environment in terms of facilities and privileges as pathetic especially for females. The female internees complained about the unavailability of separate room/office, furniture, equipments, and washroom. To make the program responsive to the particular needs of women interns it was suggested that the internship opportunity should be provided at the station of residence of applicants; moreover the transfer options should also be provided to the young women.

A period between childhood and adulthood is a time full of promise, aspiration and energy. At this stage both men and women are most eager to secure their future and to contribute to their families, communities, and societies. About one in five people, over 1.2 billion people, world over are between the ages of 15 and 24. Of which 85 per cent of the world's youth live in developing countries. South Asia is home to more than 300 million youth, which is 26 per cent of the youth population worldwide, says Population Reference Bureau US (2009) & United Nations 2009b.

According to Labor Force Survey 2008-2009, Youth population of Pakistan is estimated at 35 million, of which, 15.5 million constitute the youth labor force and out of this youth labor force 14.2 million are employed hence leaving 1.3 million unemployed, implying youth unemployment rate at 8.3%, which is higher as compared to national average i.e. 5.5%. The overall employment rate for both male & female has been 31.6%. The rate of unemployment in women was 9% as compared to 4.5% in men (Labour Force Survey, 2008-9). The Pakistan Employment Trends (2008), observes that the gender gaps in the youth labor market have started to narrow since 1999/2000, but are still very large.

The government needs to effectively & efficiently utilize its vital demographic resource for sustainable economic development by creating employment opportunities especially for the youth of the nation. Concomitantly, it does not afford to ignore the half of its human resource that is women, especially young women. It is no disguising the fact that women in Pakistan are marginalized and have limited or no opportunity of education, skill development and/or employment. In order to ensure that Pakistan has adequate human resource, both qualitatively and quantitatively, women have to be brought into mainstream of development by instituting ways and means to remove social, economic, institutional and other barriers and providing them opportunities of education, skill development and suitable employment.

The provision of productive employment in conditions of freedom, equity, security and human dignity to these young people is the key issue, because poor employment at the early stages of young people's career affects their future employment prospects. Lack of opportunity and without financial means the youth are more vulnerable to personal and socially destructive behavior and more prone to engage in illegal and dangerous activities especially in this part of the world where nondemocratic values are much stronger and people are faced with extremism and war on terror.

Beyond doubt youth brings energy, talent and creativity to the country and pave the foundation for future development. The youth of Pakistan is the most valuable asset of the nation. Policies and programs need to be developed to remove all kinds of barriers and enhance the employability through education and training.

The government of Pakistan has introduced few employment programs designed especially for the youth. However, it is important to find out whether the number, duration and coverage of these programs have been enough to put the youth of the nation on the course of development and whether these programs could provide equal opportunities to the female youth? Moreover, whether the female youth had equal or proportionate opportunities offered by the employment programs or not.

Objectives of the Study

The overall objective of this project was to examine the gender disparities in the youth employment programs at national level. The study was conducted in following steps.

In the first step an extensive literature review of current state of studies in the field of youth development and employment programs, internationally as well as locally, was carried out. Reports and other documents were reviewed to get a complete picture of the state of activities at national level. During second step it was decided to do initial focus groups with all the relevant stakeholders and conduct interviews with key persons to improve upon the methodology. Finally, laurrelling upon the above mentioned activities an instrument was developed to assess and collect information concerning youth employment program, and visits to different areas took place to ascertain the required information.

The methodology employed in the study related to youth employment programs involved the integration of multiple techniques to ensure that overall objective of this study could be achieved. The investigation consisted of interviews, examination of documents, focus group discussions and questionnaire administration. The following methods were utilized explicitly during conducting the study;

- Focus Group Discussions
- Interviews
- Questionnaire

Focus Group Discussions

Focus groups or interviews provided rich sources of qualitative information when in-depth discussion would provide clarity on an issue. The focus group and interviews were used prior to quantitative study to identify critical issues or topics to be included in the study or at the conclusion of a quantitative study (specifically the interview) when findings need further exploration. Focus group discussions as a method for qualitative data collection was used in which pre-selected groups of stakeholders, professionals, and academics from the relevant departments had have a facilitated discussion with the purpose of answering specific research questions. These techniques were also useful for gaining a general understanding of an issue without involving the numbers of people/youth needed for a statistically representative survey. However, they were not used as methods intended to provide representative data for a large population, hence the findings were used within the confines of their limitations by avoiding weighing single comments too heavily or generalizing findings too broadly. The messages were summarized that was useful during report writing and for designing other analysis activities. The focus groups were conducted with different professionals including politicians, lawyers, academics and people from development and service sector organizations. Before discussions a thorough review of available documents was carried out to prepare the guide for focus groups. The primary aim of the focus groups was to understand areas of consideration that contribute towards gender disparity in youth employment programs: Perceptions about issues at work place were explored through discussions. Critical issues identification and training specifics to perform an assigned job were also explored. A total of two focus group discussions were conducted with almost 8-11 participants in each discussion with the female ratio of 3 and 5 at Peshawar and Islamabad respectively.

Interviews

Structured and semi-structured interviews, almost 26 in number, as a mean of gathering information from internees, internee's supervisors, and key persons were conducted to accommodate different viewpoints on the study. The interviews were conducted with National Internship Program's (NIP) internees and internee's supervisors. The detailed interviews took place with Chairperson of National Commission on the Status of Women (NCSW); current and founding Director Generals, NIP; Director, Career Development Project; Vice President, Chamber of Commerce Karachi; Central Labor Advisor, Ministry of Labor and Manpower; Advisor, Ministry of Human Rights; Advisor Technical, Ministry of Youth Affairs; Deputy Secretary Employers Federation of Pakistan; Programme Officer, UNFPA; President, Pakistan Workers Federation Lahore; Regional Manager, Khwendo Kor Peshawar; Director, Directorate of Information Technology, Khyber Pakhtunkhwa;

Questionnaire

A structured questionnaire was specifically developed and used to address the issue related to youth employment program in Pakistan. It is based on the information obtained through extensive literature review, focus group discussions, and the interviews and opinions of other relevant experts. This questionnaire was developed in English and was pretested on a sample of target population to identify and highlight the difficulty faced by the respondent and also to identify the need for training and orientation of the field team. They were also prepared to understand the questionnaire in Urdu so that to coup with language barrier. Particular care was taken to ensure that all the necessary questions were included in the questionnaire and what seem redundant was eliminated. It identifies general characteristics and other relevant issues concerning the youth programs, their aspirations, and personal views about the effectiveness of these programs. It consisted of 37 statements and can be applied to a wide variety of target population and provide information that is useful in determining the different aspects of youth employment program.

Sample

Keeping in view the objectives of the study and nature of the survey instrument a quota sample of 1273 youth (634 female & 639 male) from all the five provinces-Punjab, Baluchistan, KPK, Sind, Gilgit/Baltistan, Azad Jammu & Kashmir, Islamabad, and FATA participated in this study. Since the last census dates back to 1998, no complete and current population register was available as a sampling frame, and faced with limited resources and time an effort was made to draw a nationally representative sample. In accordance with the principles of quota sampling all the five provinces, Azad Kashmir, Islamabad, and FATA were taken as sample. In order to upheld coder reliability the orientation workshops at all the above mentioned centers were held and the supervisors monitored the data collection activities through spot visits and available on call to give on the spot advice to data collectors and tabulators. For verification all the filled up questionnaires are stuffed with respondents ID No. and contact numbers. The sample represented locale and gender. Although the net sample size for just 1273 is small, it still provides useful insight into the situation of gender disparities and can serve the purposes outlined in the introduction. The survey research instrument was based on urban, rural, men, women and educational classifications. For data collection each geographical unit above was split into rural and urban category. In each urban and rural category four levels of education set the base for men and women respondents. The four levels of education, keeping in mind the age bracket of 15-24, were secondary, intermediate, graduate and master. It means 160 respondents with 80 men and 80 women proportionately spread at four levels of education became the survey respondents. The men and women youth who attended or remained unable to attend such programmes made out the unit of analysis for this study.

Table 1 to 3 provides an overview of the sample area, gender, locale and level of education of the respondents. All those who were contacted for survey were informed about its objectives, assured of the confidentiality of their responses and asked if they volunteered to answer. Database for the survey was developed in Statistical Package for Social Sciences (SPSS).

Table 1: Frequency and percentage of respondents by gender and province

Provinces	Gender		Total
	Male	Female	
Punjab	85	81	166
Khyber Pukhtoonkhwa	80	72	152
Sindh	80	87	167
Balochistan	80	80	160
Gilgit Baltistan	88	86	174
Azad Kashmir	90	92	182
Islamabad	86	86	172
FATA	50	50	100
Total	639	634	1273

Table 2: Composition of respondents by educational level and gender

Level of Education	Gender		Total
	Male	Female	
Matric	156	121	277
Intermediate	177	142	319
Diploma	6	7	13
Degree	134	198	332
Post graduate	165	164	329
M.Phil/Ph.D	1	2	3
Total	639	634	1273

Table 3: Composition of respondents by locale and provinces

Provinces	Locale		Total
	Rural	Urban	
Punjab	91	75	166
Khyber Pukhtoonkhwa	109	43	152
Sindh	93	74	167
Balochistan	160	0	160
Gilgit Baltistan	87	87	174
Azad Kashmir	91	91	182
Islamabad	92	80	172
FATA	00	100	100
Total	723	550	1273



CHAPTER 1

Legal Framework

National Youth Policy (2008) promises the youth of Pakistan, gainful employment, hope and opportunity. It aims at converting the "demographic dividend" that is the youth into the "economic dividend" by engaging it into the economic activities. The policy also addresses the gender imbalance in access to facilities and economic opportunities and the issues of marginalized and vulnerable groups of youth. The Policy sets a 10% quota for females in all government jobs and proposes gradual enhancement. The work-plan of policy includes improving workplace environment, provision of incentives to females, special programs to enhance female education, skill development and a legal framework to protect female workers. It claims to eradicate disparities related to access to social and economic opportunities and resources for youth development by adopting rights based approaches. The Policy subscribes to provide internship opportunities, initiate skill development programs, impart guidance and career counseling services and make financial resources available for small scale income generation ventures to the youth of Pakistan. The Policy aims at achieving its objectives by integrating and coordinating the programs of various ministries and institutions to provide overall guidance that could pretty well facilitate the nation's youth to meet the challenges of the days to come and play their due role in the nation building process.

Regional Context

According to Kemal (1995), a number of initiatives in South Asia have produced significant results. Some of the success examples are Grameen Bank and BRACs in Bangladesh, Working Women's Forum, Training for Rural Youth Self Employment (TRYSEM), National Rural Employment Program, Self Employed Women's Association and Anand Milk Union in India, small Farmers Development Program and Production Credit for Rural Women in Nepal, Aga Khan Rural Support Program and Orangi Pilot Project in Pakistan, and Change Agencies Program, SEEDS and Jane Saviya Program in Sri Lanka.

Malhotra (2004) attributed the women workforce hiccups as being their unawareness of the opportunities and lacking the skills required for entrepreneurial ventures and access to credit for investing. He recommends fundamental changes in recruitment procedures, organizational culture and conditions of work. Unlike Pakistan, in some countries, e.g. Bangladesh, women are prohibited by law from working at night owing to socio cultural restrictions and security concerns. In order to retain and build upon the employment gains associated with globalization and information technology, women in developing countries need to move into more technically as well as cognitively oriented, better paying jobs. To do so requires accessing the educational and training opportunities necessary to equip them for changing skill requirements.

Employment

Manpower was a federal subject until 1962 when labor issues got transferred to the provinces. The provinces established Directorates of Manpower & Training in 1975. These Directorates were responsible for collection of employment statistics, establishing & monitoring the Employment Exchanges, provide vocational and employment guidance, and developing the capacities of the skilled manpower in their respective provinces.

The Employment Exchanges were established rose to 53 in number by the year 1990 to facilitate the employment process for optimum utilization of the labor force in the country. The Exchanges registered the employment seekers and coordinated with the prospective employers to get the applicants settled.

The Ministry of Labor, Manpower & Overseas Pakistanis did a project in 2008 entitled “Labor Market Information & Analysis”. The objective of the project was to develop country's first Labor Market Information Database according to the international set of key indicators of labor market. The Labor Market Information & Analysis report provided a quantitative assessment of the realities of Pakistan's youth labor market and brought forward valuable insights on the issues and challenges faced by the youth.

The report pointed out that the employment-to-population rate for youth improved until 2005-06 and then started declining. The youth labor force participation rate also started declining after year 1999-00. However, the gender gap narrowed after 1999-00. The female employment-to-population rate doubled since 1999-00. Nonetheless, it remained just one-fourth of the rate for young men. As there had been limited employment options outside agriculture and manufacturing sectors for women, the vulnerability of employment increased by 11.9 points during the period. The agriculture sector engaged 65.3% of the total young women employed.

It added that the employment of youth in informal sector increased by a small fraction as it required no education or low-level of education. The report alarmed that the education level of employed youth had been extremely low. More than half (62.2 per cent) of the employed youth had primary level education or just around one-year of schooling. It also indicates that the average educational attainment of young labor force had been very low. Only 2.7 % reached university level. Although, the percentage of uneducated women workers is more than the men labor force, the unemployment rate of highly educated young women was comparable to that of men. However, during the year 2006-7, the rate of unemployment for women between matriculation and intermediate was 23.5 as compared to 9.9 for men and concluded that there had been some improvements for young people in the labor market but the substantial challenges remained. Therefore, the momentum of efforts had to be maintained through favorable policies and supportive interventions to reduce decent work deficit for youth and in particular redress the gender imbalances in the labor market.

Asian Development Bank Report (2008) highlights that more jobs in Pakistan are created in telecommunication, hospital, IT and banking sectors due to increased diversification of the economy in service oriented sectors. The services sector in recent years has been the largest contributor to growth and employs approximately one third of the workforce of Pakistan. Among the most complex and structural challenges in the development of the private sector is developing educated, skilled, and in-demand human resource. Pakistan's social sector delivery service mechanisms are dismal and rank amongst the lowest in the world. Technical education and vocational training systems remain supply driven and are not effectively connected to market demand. The result is a lack of quality manpower in all sectors that reduces total factor productivity of the economy. Development of human resources though focusing on primary, secondary, tertiary education and health sciences, and starting vocational and technical training system to better respond to the market demand for labor is thus necessary. In terms of gender, the concentration of male workers in the informal sector is higher both in the rural and urban areas. If the employment trend of the services sector proceeds unchecked on account of gender the disparity will widen up.

Becker (2004) takes the Swedish International Development Cooperation Agency (SIDA) that contests the view that the informal economy is somehow transitory and that rapid economic growth would replace the informal sector with the formal sector as the key employer. The study notes that “the informal economy can no longer be considered as a temporary phenomenon. Furthermore, the informal economy has been

observed to have more of a fixed character in countries where incomes and assets are not equitably distributed. It seems that if economic growth is not accompanied by improvements in employment levels and income distribution, the informal economy does not shrink”.

Youth Employment

The Millennium Development Goal (MDG # 8) states that, “Develop a global partnership for development in cooperation with the developing countries for decent and productive work for youth”. Khan (1995) summed up the difficulties of a large group of educated youth that find it increasingly difficult to get a job corresponding to their qualifications, particularly because of incompatibilities between education and training opportunities and labour market needs. The employment generation capacity of the economy has been significantly lower than the increase in the rates of population and labor force growth.

Gennari (2004) pointed out location, age and education that have a major impact on employment patterns in the informal sector. According to the study, there is a concentration of very young and very old workers in the informal sector (82.5% of very young and 80.6 % of very old workers are employed in the informal sector), but this sector is not too attractive for those aged between 30-39 years.

Qayyum (2007) pointed out the high unemployment rates as recorded by 8.3 percent in financial year (FY) , 7.7 percent in FY 2004, 6.2 percent in FY 2006 and 7.8 percent in FY 2007 reveals some serious weaknesses in making policies to combat unemployment appropriately. The unemployment rates have been high as youth unemployment transcended the adult unemployment rates. The causes of this high youth unemployment are manifold: lack of education, lack of skills, structural mismatch, divergence between the demographics of urban and rural areas, lack of experience, regional or province-wise discrimination in the provision of job opportunities, sectoral imbalance etc. Moreover, he points out that the causes of youth unemployment are: lack of skills owed by the young labor class as they newly enter the market, incompetent youth because of absence of those institutions which could offer proper counseling and training to make them compatible, lack of experience which at least in Pakistan surpasses everything, reluctance of the employers to appoint young people on jobs because of their unawareness about the potentials of youth (initially), disregard of merit based selection, hiring of young cohorts on contract basis from where they can easily be fired as compared to the old workers (low opportunity cost faced by the firms for firing the young workers). In rural areas, the employment is mainly in agricultural & informal sector that does not require education and training based skills. On the other hand, the urban employment sector is competitive and requires education and skill. The educational levels show a transitional increase in unemployment as compared to non-formal education. If an additional individual gets primary education the probability of becoming unemployed is increased by 2.3 percent, for an additional individual passing out as matriculate, this probability is increased by 9.4 percent, similarly for an additional college pass out, the percentage is 18.3 percent and for tendency of an additional individual to become highly educated causes this probability to rise by 20.1 percent.

A study by Cartmel and Furlong (2000) on the urban and rural youth unemployment revealed long term unemployment to be less common in rural areas than urban areas owing to ample educational opportunities and urbanization. Moreover, rural youth face less employment formalities and skills required particularly in an agriculture sector.

A research conducted by Gayur (1989) on the repercussions of the unemployment of educated youth attributed the unemployment to the malfunctioning of the educational and training system, which merely neglects demands of the labour markets.

Framework 2005-10 (MTDF) approved by the Government of Pakistan, envisages youth unemployment rate of 6.1 percent by the end of MTDF period. According to the Population Census (1998) one out of every five persons in Pakistan is in the age group of 15-24 years. According to Labour Force Survey 2008-2009, Youth population is estimated at 35 million, of which, 15.5 million constitute the youth labor force and out of this youth labor force 14.2 million are employed hence leaving 1.3 million unemployed, implying youth unemployment rate at 8.3%, which is higher as compared to national average i.e. 5.5%.

Several studies, addressing youth unemployment, have been carried out in Pakistan with little focus on gender segregation that in its consequence tipped the balance in favor of male dominated policies and field interventions. On the other hand, no concerted efforts have been waged to systematically examine and integrate the available youth into the labor market. Similarly Pakistan's track record of self-employment schemes has not been very impressive for various reasons, including mismanagement, political interference, frequent changes and non-compliance of government policies, the change in governments and immature democratic norms and values.

Women Employment and Barriers

Kemal & Mehmood (1993) claimed that there were no legal barriers to female participation in the labor market in Pakistan. However, this be noted that in Khyber Pakhtun Khawa and Baluchistan according to Zia (1998) tribal laws, to an extent, restrict joint participation of men and women at work places. Kemal & Mehmud further stated that in case of wage employees, there may be discrimination against women because of their physical attributes and the special facilities they require for commuting and at work places like separate toilets and sitting rooms. However, in self-employment, women get equal opportunities to demonstrate their potential and abilities. It was reported that there was a lack of formal training facilities for women. Moreover, as female entrepreneurs work lesser hours as compared to their male counterparts, the labor productivity of women-owned firms is less than that owned by male entrepreneurs. The capital efficiency of women-owned firms was also lower in comparison. The encouraging evidence about women managed activities was that they had increasing returns to scale.

Nighat Said Khan (1989) listed following “reasons” for women not being employed in industries:

1. Society does not accept women working
2. Job in industry involve heavy work which women supposedly cannot do
3. Since unemployment among men is high, women should not “take away” what jobs are available
4. Employing women is a hassle since women has to be looked-after for their security, harassment and provision of separate sitting room, toilets etc
5. Women cannot do irregular or shift work because of no permission from their families to work late at night, in most of the cases, and it also disturbs performing their duties at home.
6. Employing women causes social problems at workplace
7. Men have ego problems when it comes to be supervised by women

Arif and Chaudhry (2007) revealed the existing gender gap of more than 50 per cent in the labor force participation in Pakistan which is much higher than the average gap of 35 per cent in the rest of South Asia. The highest unemployment rates were found to be among those who have completed their matriculation or

intermediate level of education. There is need to overhaul educational curricula of vocational and professional educational institutions according to the needs of the labor market. The quality and effectiveness of primary and middle level education can be improved by making need based curricula. The private sector could also be involved in skill development through internship programmes for students enrolled in public institutions in both rural and urban areas. Trade, transport, construction, and the services are major sectors for employment, apart from agriculture. Under such internship programs, students or fresh graduates could be engaged in these sectors to develop their skills. However, this transition has had limited success in Pakistan so far. The educated youth population has found it relatively more difficult to find a suitable job during the last 15 years, leading to higher levels of unemployment. The inability to find employment for long periods creates a sense of uselessness and idleness among young people and vulnerability of engaging in illegal behavior. In both rural and urban areas, youths that have completed the education and are from socio-economically advantaged backgrounds are more likely to make a smoother transition to work as compared to economically disadvantaged and socially excluded.

According to Arif and Chaudhry young women, particularly in developing countries, including Pakistan, are often unable to take advantage of training opportunities due to barriers to entry, discrimination in selection and gender stereotyping. In many countries, for example, young women are encouraged to train in relatively low-skilled and poorly paid “feminine” occupations with little prospect of upward mobility. These occupations are often related to household work, such as food preparation and garment manufacturing, while young men are encouraged to go for modern technology-based training and employment. Segregation also exists at higher levels of education, where women are often steered towards the traditional caring occupations of teaching and nursing. These are important professions for the economic and social welfare of countries and women make crucial contributions by working in these key sectors where labor shortages have developed and will continue. But men should be equally encouraged to embrace these professions, thereby also breaking gender barriers. Similarly, professions that have been labeled or are perceived as “masculine” should be opened up to women with the interests and competencies necessary to do the jobs.

One of the major responsibilities of the National Commission on the Status of Women (1983) was to provide advice to the government on measures to provide education, health and employment opportunities for women. The commission's report claimed that the women participation in labor force was highly under-reported as many of their laborious efforts fall short on the labor inventory e.g. housekeeping and informal sector. This point of the report is endorsed by another study conducted by Gennari (2004) which presents the aggregate data on informal sector rather than women ratio absorbed through informal sector in the country. The commission report unfolds the plight of working women who face all kinds of harassment, social stigma, wage differential, and specified occupations to work in. Moreover, working women were not preferred for marriage by men. Working women were supposed to bring disrepute as the family men were thought to be incapable to provide for her. Although, women lacked information and access to high-level trainings and information about the jobs, the rate of women employment was growing due to urbanization and industrialization.

Pakistan National Report on the World Women Conference (1995) claimed that the literacy gap between men and women in poorer households is significantly high particularly in rural areas. There are stronger economic reasons educating sons related to better employment prospects and the anticipated economic returns of educating girls are negligible while the opportunity costs are high. The report quotes the Census Reports highlighting the literacy gaps and inequalities between boys and girls in both rural and urban areas. The report noted that the demand of female workers in agricultural sector has risen as men have migrated to urban centers and abroad. The report argues that the economic necessities are forcing women for employment without relieving them of their traditional domestic responsibilities.

The Social Action Program (SAP) includes women in the design and implementation of programs and policies. Nonetheless, the employment strategy for urban women relies on vocational trainings only. These vocational trainings focus the traditional work for women that include polytechnics, garment industry, midwifery, nursing and teaching etc. The coverage of these training programs is limited to a small number of educated lower middle class women residing in large cities. The large majority of women in rural areas are excluded from these programs.

The employment data reveal that women employment rate is higher in rural areas than that of urban centers because most women are employed in agricultural sector. Women employed in the agriculture sector play a vital role in the economic activity. Nonetheless, they remain invisible and at a disadvantaged position. They are not represented in economic decision-making, and their access to credit, formal labor markets and land ownership is constrained by social and economic factors. These include the existing inequalities in education and skill levels, social constraints to women's mobility and attitudinal and institutional barriers.

Zia (1998) described the avenues of gender disparity in employment as the social traditions like parents and other male members in the family consider it shameful to live on the earnings of a female member. Therefore girls are neither educated, nor trained to become earning members of the family, similarly the security issues for girls, non-congenial and gender insensitive work environment, husband or male members responsibility to provide food, clothing and shelter to women, local traditions, customs and tribal laws in Khyber Pakhtunkhwa and Baluchistan prohibit men and women working together, hence social conservatism, security and religious interpretations have made it difficult to maintain gender parity in employment.

Naqvi and Shahnaz (2002) observed that older household heads have greater probability to give the power to women to decide their employment decision. The same pattern has been found in the case where women were consulted while making their employment decisions. Farooq and Ahmed (2007) claimed that in Pakistan, public sector employment is the preferred intention of the majority of educated youths. The education level of the Pakistan labour force also increases over time but still it is relatively low as compared to some other South Asian countries like India. High pay is associated with higher level of satisfaction. Workers holding a temporary contract are less satisfied than their counterparts. Overall, there is no significant difference between the sexes when it comes to young people's search for work. The unemployment rate for female youth is 12.5%, only slightly higher than the male rate of 12.2% (ILO, 2008). Nevertheless, differences can be stronger in specific countries and regions due to economic and cultural reasons and may justify gender-specific interventions. Moreover, young women are engaged more in unpaid (family, personal, reproductive) work, which affects their participation in paid productive activities.

The report by National Commission on Status of Women (2003) covered public sector organizations of both provincial and federal governments and is based upon primary data collected through surveys, interviews and review workshops. The report provided statistics on employment of both men and women in government organizations. According to the report, the women labor participation in public sector organizations in Pakistan is just 27% which is second lowest in South Asia. It further states that more women are employed in agriculture sector than men. In industrial and service sectors however, the number of men employed is more than women. The report stated that there is a virtual absence of women in positions that carry power, status and in those which are considered decision-making positions. There is no woman in Basic Pay Scale (BPS) 22 in Secretariat and District Management Group (DMG) in civil service of Pakistan. Presence of women at such positions is essential to impact the development planning and factors that concern women of Pakistan. The report emphasized involvement of all stakeholders to create gender balance in the employment. It presents that critical actors and critical levels in the system and structure should be identified to introduce

processes and strategies that make women's needs and perspectives an integral part of the system. The report suggests that government officials should be sensitized on gender issues.

Muhammad (2010) depicted the problems faced by the women police personnel as lack of transport for commuting, lack of civic facilities (toilets etc) at workplaces, lack of proper training and their arrangements at inaccessible places, lack of respect for the women police among the public as well as colleagues and supervisors, lack of decent accommodation and poor working conditions.

Initiatives and Policy Efforts

Successive governments in Pakistan have initiated self-employment programs and a Manpower Commission was also appointed in the late eighties, yet there have been hardly any reforms in macro-economic policy which could encourage labour intensive industries and production techniques. The effort of the government in shape of privatization to bring private sector as substantial partner to absorb major chunk of unemployed labor force in the country and lessen the expectations of public from government as the sole employment provider failed as the private sector required skills for running their demand driven ventures. Sectoral (agriculture, industry, trade etc) shifts in employment and their relative contribution in GDP are important to be taken care of in the youth and employment policies of the country along with the Public Sector Development Programme (PSDP).

The Year Book (2007-2008) of the Ministry of Women Development identifies four pilot projects that were launched in the far flung/remote areas of NWFP, Punjab, Sind and Baluchistan for the economic empowerment of women (Jafakash Aurat), in collaboration with renowned and experienced development partners, such as First Women Bank Limited (FWBL), Aga Khan Rural Support Programme (AKRSP), Khushhali Bank (KB) and Thardeep Rural Development Programme (TRDP). The projects were started in the financial year 2006-07 for a period of 36 months under the Gender Reforms Action Plan (GRAP). The scope of National GRAP is to mainstream gender in all aspects of governance, while that includes women employment in public sector. GRAP envisages building partnerships and forging alliances and linkages with various Public sector Ministries/Divisions and District Governments to achieve gender mainstreaming at all the tiers of governance structure.

In September 2006, UNDP partnered with Nestle Pakistan and Engro Foods for the implementation of a development project benefitting Lady Livestock workers in Punjab. This three-year, US\$6 million project was launched to provide enhanced income and employment for women in rural areas of Pakistan. The specific objectives of the project were: to provide services to 4,000 rural women, establish training programs; to educate women in livestock skills; to improve living conditions at household and community level through advocacy and employment.

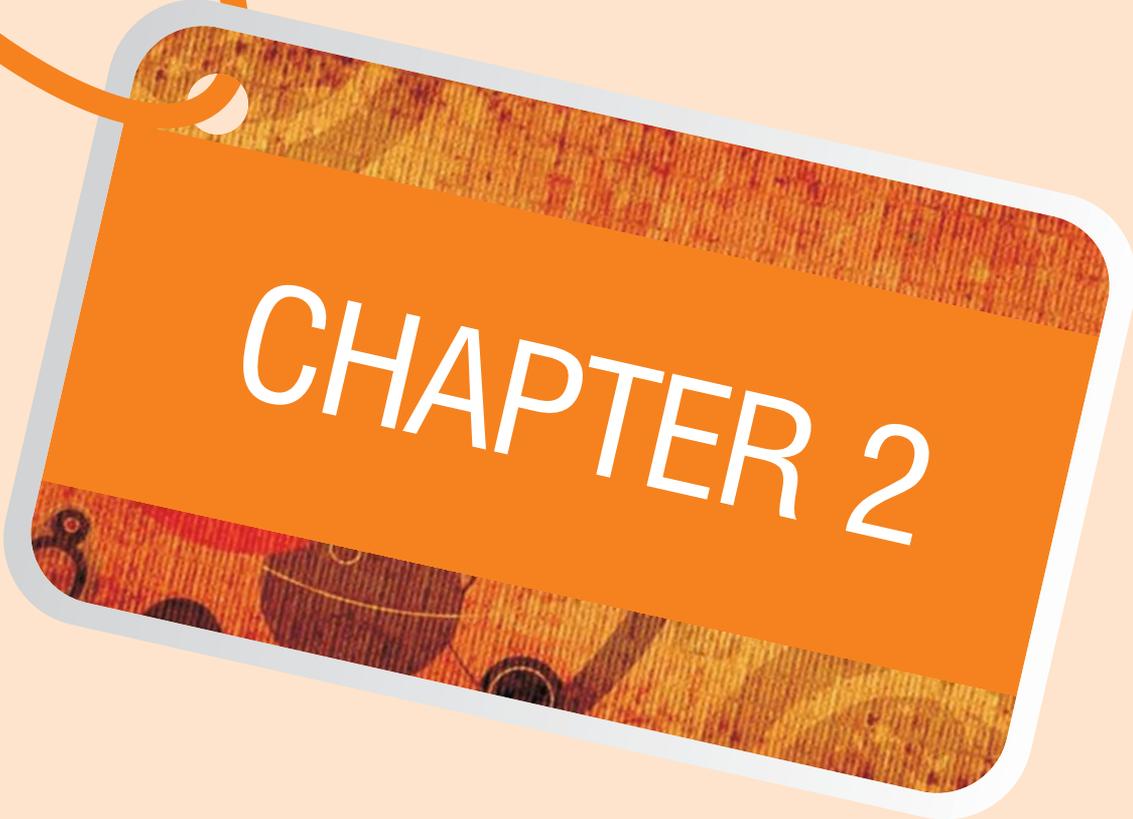
The government of Pakistan has introduced a few employment programs designed for the youth. It is important to find out that whether the number, duration and coverage of these programs have been enough to put the youth of the nation on the course of development and whether these programs could provide equal opportunities to the female youth? It seems to be meeting none of the above. Moreover, whether the female youth had equal or proportionate opportunities offered by the employment programs. It is pertinent to mention here that most of such programmes were not strictly saying employment programmes but more suitably be taken as employability programmes. These programmes include National Internship Programme (2007-till date), Career Development Project, Khyber Pakhtun Khwa (2009-till date); Shaheed Benazir Bhutto Youth Development Programme (2008-till date), Sindh. There are some other programmes to mention that

also cater for the employment needs under the informal/self employment categories but haven't substantially targeted on youth in particular. For example, Integrated Rural Development Programme (1972-80); Khushal Pakistan Programme I,II (2000-2006); Yellow Cab Scheme (1991-93); President 'Rozgar' Scheme/Five-Point Special Development Programme (1985-88); Women's Employment Concerns & Working Conditions Project (2005-2010); Employment Exchanges; National Fund for Advancement of Rural Women (Jafakash Aurat) (2004-2007); President's Rozgar Scheme of the National Bank of Pakistan (2006-2008); Youth Investment Promotion Society (1987-1994); President's 'Fanni Maharat' Programme/Prime Minister's 'Hunarmand' Pakistan Programme (2005-till date); National Skills Strategy Programme (2008-2013); Tameer e Watan/People's Program (1991-99).

According to the latest estimates provided by the Population Census Organization at its website, the population of Pakistan exceeds 170 million by the end of year 2010. According to the Labour Force Survey (2008-9), by year 2009, the volume of the labor force was 53.72 million, of which, 15.5 million constitute the youth labor force. The Survey further reports that the labor participation rate (%) of women has been just 14.9% as compared to 49.6 % for men. The government needs to effectively and efficiently utilize its vital demographic resource for sustainable economic development by creating employment opportunities especially for the youth of the nation. Moreover, it does not afford to ignore the half of its human resource that is women, especially young women.

Women in Pakistan are marginalized and have limited or no opportunity of education, skill development and/or employment. In order to ensure that Pakistan has adequate human resource, both qualitatively and quantitatively, women have to be brought into mainstream of development by instituting ways and means to remove social, economic, institutional and other barriers and providing them opportunities of education, skill development and suitable employment. The rate of unemployment in women was 9% as compared to 4.5% in men (Labor Force Survey, 2008-9). The government needs to create employment opportunities especially for the youth of the nation. According to the Pakistan Employment Trends (2008), the gender gaps in the youth labor market have started to narrow since 1999/2000, but are still very large.

The youth of Pakistan is the most valuable asset of the nation. Policies and programs need to be developed to remove all kinds of barriers and enhance the employability through education and training. According to the Pakistan Employment Trends (2008), since 1999/2000 the youth unemployment rate almost halved, from 13.3 to 7.5 per cent in 2006/2007.



CHAPTER 2

QUALITATIVE FINDINGS

This part of the report gives result of the activities of focus group discussions and interviews carried out to achieve the objectives of the program.

Following are the agreed upon areas of consideration that contribute towards gender disparity in youth employment: Job security, Work environment/facilities, Promotion opportunities, Recruiting process, Education/skill relevance, Wage, Occupational safety, Timings/shift suitability, Distance/transport, Supervision, Accommodation, Gender ratio, Decent and productive job, Organizational culture and respect of Cultural and religious values.

FGDs/Interviews Recommendations

- The environment of the organizations should be made conducive for women to work and code of conduct must be implemented in every job sector/ institution.
- Men and women are casted in stereotype roles in employment. The employment programs should be such that these stereotypes are dealt with properly.
- There is a tendency to quote principles from Islam to rebuke women employment. The issue of women employment in Islam should be properly researched through a separate study and the findings should widely be disseminated to dispel the misunderstanding and an elaborate reply on the basis of Quran and 'Sunnah' to such verdicts commonly accepted by the simpletons in this country.
- The state provides legal protection to women at work. However, the implementation of law is ineffective. Steps should be taken to ensure effective implementation of the law protecting women at work. Moreover, it should be ensured that the laws that protect women are not misused against men. As for example it has been quoted by a senior official during an interview that one of his subordinate woman lodged a sexual harassment complaint against his in-charge which later on proved false. Therefore, for any such complaints that fall under the domain of sexual harassment be taken seriously and a thorough enquiry with evidence or support evidence be taken into consideration, otherwise the female(s) may settle a score by complaining against a male colleague. The same was brought forward by an advocate high court during the focus group discussion that to his testimony a female staff lodged false complaint against her senior colleague. Later she admitted that she resorted to this option because of given negative performance appraisal by this senior colleague which deprived her from promotion.
- The education, training and employment opportunities for women should be enhanced with an adroit approach to sectoral and geographic consideration.
- There is a tendency that young, especially women, are given tasks that are irrelevant to their educational background. The employment program should ensure that the incumbents get the job according to the respective educational background and trajectory of skills. Moreover, the placement, duty assignment, training opportunities etc should be sensitive toward gender issues.
- The curricula of all levels must be made sensitive towards religious, cultural and especially gender

issues. The education system should work for bringing the change in attitudes and behaviors and help breaking the unjust societal taboos. The curricula of all levels should cater both academic and skill development.

- The educational institutions, especially of public sector, should provide job counseling services to the students.
- All employment programs should be monitored and evaluated and there should be consistency in policies and programs at national, provincial and organizational level in spite of change in the government.

The internees got the information about the National Internship Program (NIP) through internet, newspaper, and PTV ads. Most of them found the application, selection, and other related processes of the NIP as simple, easy, and clear. They also got the placement as per their choice of sector, organization, and location. The perceptions of the internees regarding the role of supervisors in attaining the objectives of the internship was very positive i.e. supervisors were perceived as very cooperative and supportive regarding guidance, motivation and encouragement. The internee's perception of the working environment in terms of facilities and privileges was however, somewhat mixed.

Delay in the payment of stipend is the most particular problem faced by most of the internees, whereas the other problems include the absence of job description, the non availability of female washroom and staffroom. They were of the view that NIP is basically a good program and to some extent is contributing in securing an appropriate employment; however, further improvement is needed. NIP staff should be increased as well as properly trained to empathize the problems faced by the interns and know about the commuting, distance from interns' homes, organizational culture to which they place the interns, before nomination. The female internees should be provided separate room for working and measures to address the harassment should be observed in letter and spirit to make the program responsive to the particular needs of women interns. Interviews with Supervisors indicated that most of them were satisfied with the performance of the internees and they were of the view that NIP should be offered on regular basis and it should be further extended. They indicated a lack of coordination between NIP and host organizations and suggested that the monthly report of the internee's performance should be demanded by the NIP.

The following lines bring the stakeholders and policy makers' viewpoint into lime light:

- The gender disparities that rest upon gender inequality thrust upon misunderstood inceptions tagged with socio-religious values that hamper women participation in the development process and this ultimately stuck us to underdeveloped status among the comity of nations. Therefore to resolve this issue attitudinal and behavioral change stands pivotal and for that matter every segment of the society to its best possible effort must play due role as government should not only legislate but execute it in letter and spirit to alleviate gender employment disparities.
- National Commission on the Status of Women has not yet been given administrative and financial autonomy and a very few of its recommendations have been worked upon by the public, private and civil society sectors. The government has done a few like 10% female quota in Civil Superior Services (against the recommendation of 25%), establishment of the Office of Women's Ombudsman and Harassment of Women at the Workplace Bill, 2010. However, the women involved in the self-employment and agriculture have not yet been accorded any substantial facilities as recommended e.g. special credit programmes for women without the requirements of collateral security, women skill development to handle mechanized agriculture operations etc.
- Almost half of the work force that is comprised of women become dependent on men folk that deprive them of their bread earner allied sphere of rights and duties. This resultantly eschews them

off autonomy. Men folk be given exposure through curricula, media and opinion leaders to accept this reality that their women folk ease out the burden of responsibility to sustain families.

- The disparity under discussion starts from the choice of academic subjects, courses, trainings and degrees for which the choice for women is quite restricted. They could pursue a few tracks among the available professions. They could mostly go for informal jobs where their role as bread earner or decision maker is subdued by men or they could only join the professions like teachers or health workers.
- Women have acute under representation in trade unions, chambers of commerce and at higher echelons of bureaucracy. Their presentation in the unions and chambers be ensured by the policy injunctions at federal and provincial levels while they be given special quota at senior bureaucratic levels in almost all the departments. The establishment division through National College of Management at each province should establish centers in underdeveloped/semi urban districts to groom the youth particularly women for competitive exams in the country. The pilot project was carried out during the second regime of Benazir Bhutto in 1995. The same be reintroduced.
- The youth in the age bracket of 15-24 constitutes one fifth of the population in the country. If they cannot be absorbed meaningfully as workforce in the white collars job then they be given entrepreneurial support for at least five years through credit facilities, technical support, business feasibilities, marketing facilities, networking and their proper monitoring and evaluation.
- There is no guidance and career counseling at educational institutions for youth. The government should institute career counseling at all levels to ensure that students take up field(s) of study to achieve their aspired career objectives and the nation gets the required young and energetic expert workforce for its current and future needs of the development.
- The internship facilities like National Internship Programme (NIP) are working with least priority for systemic approach. It depends on the person in-charge of the programme if he, takes pain, could make it relevant and effective to an extent because the government seems slogan monger and not interested to run the programme with commitment to youth. Interestingly there stands no monitoring and evaluation system for this national level programme for the youth. Nevertheless, the matter is under shifting to provinces owing to 18th constitutional amendment.
- Public Private Partnership is the mode that was conceived by the originators of the NIP but nothing has been done so far. This mode seems quite obvious to its success because government will sponsor the intern for one year so that the intern should develop its muscles for the required job at private sector. Many private or autonomous bodies showed interest for the programme but no warm gesture by the government.
- The NIP headquarter is running under contract staff and the most of the staff has not been paid their dues/salaries for couple of months due to which the database and other record is difficult to be provided for authenticity of information. He told about the programme that offered internships to 25,826 applicants during 2007-08. Among the offered internships there were 10,703 women and 15,123 men. During 2009-10 among the 66,902 applicants 26,902 applicants have been offered internships. The sex disaggregated data about the last award has not yet been compiled due to unavailability of staff as well as the unclear fate of this ministry after the 18th amendment.
- To facilitate youth absorption into mainstream labor force require that there must be a section at national and provincial levels under relevant ministries/bureau of statistics or any other entity who should project major problems of youth faced in different parts of the country on yearly basis this will facilitate the donors and strategists to prioritize their modes of intervention. There is also a need to pool up scattered and disjointed efforts by many that comes under the realm of youth, employment and gender disparities. As in case of the Career Development Project under the IT Excellence Centre

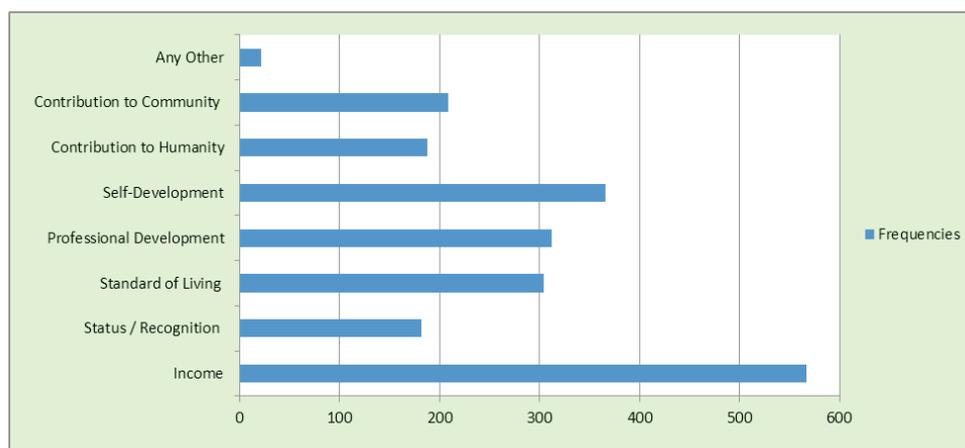
Khyber Pakhtun khwa awarded IT project jobs to 73 males and 17 females through its two successful batches so far (2010). The reason behind less number of females availing the opportunity rests with

Table 4: Gender wise Ranks of Scores on Job Related Aspirations

Job Related Aspirations	Gender				Total	Ranks
	Male	Ranks	Female	Ranks		
Income	329	1 st	239	1 st	567	1 st
Status / Recognition	121	6 th	61	7 th	182	7 th
Standard of Living	149	4 th	155	3 rd	304	4 th
Professional Development	172	3 rd	140	4 th	312	3 rd
Self-Development	198	2 nd	168	2 nd	366	2 nd
Contribution to Humanity	116	7 th	72	5 th	188	6 th
Contribution to Community	146	5 th	63	6 th	209	5 th
Any Other	11		11		22	

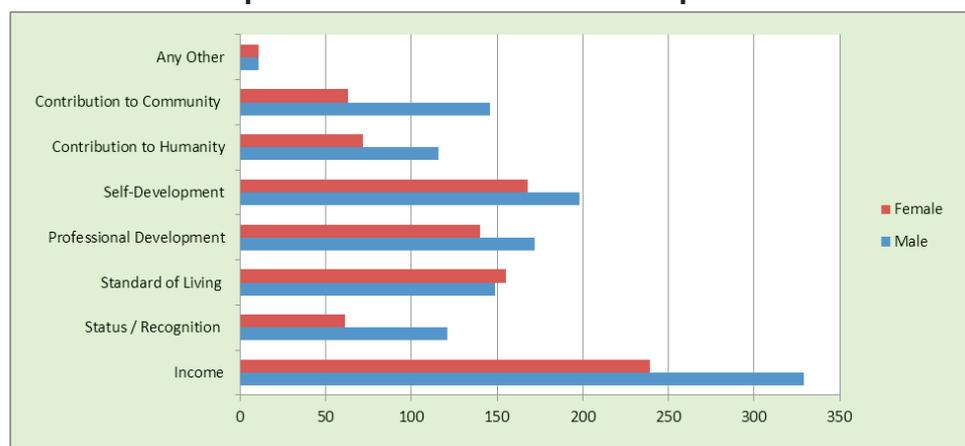
The above table shows the gender-wise ranking of job-related aspirations. Income and self-development are the first and second most preferred job-related aspirations both for male and female youth. It's interesting to note that contribution to community and recognition that evolves in the society is less aspired for.

Graph 1: Job Related Aspirations



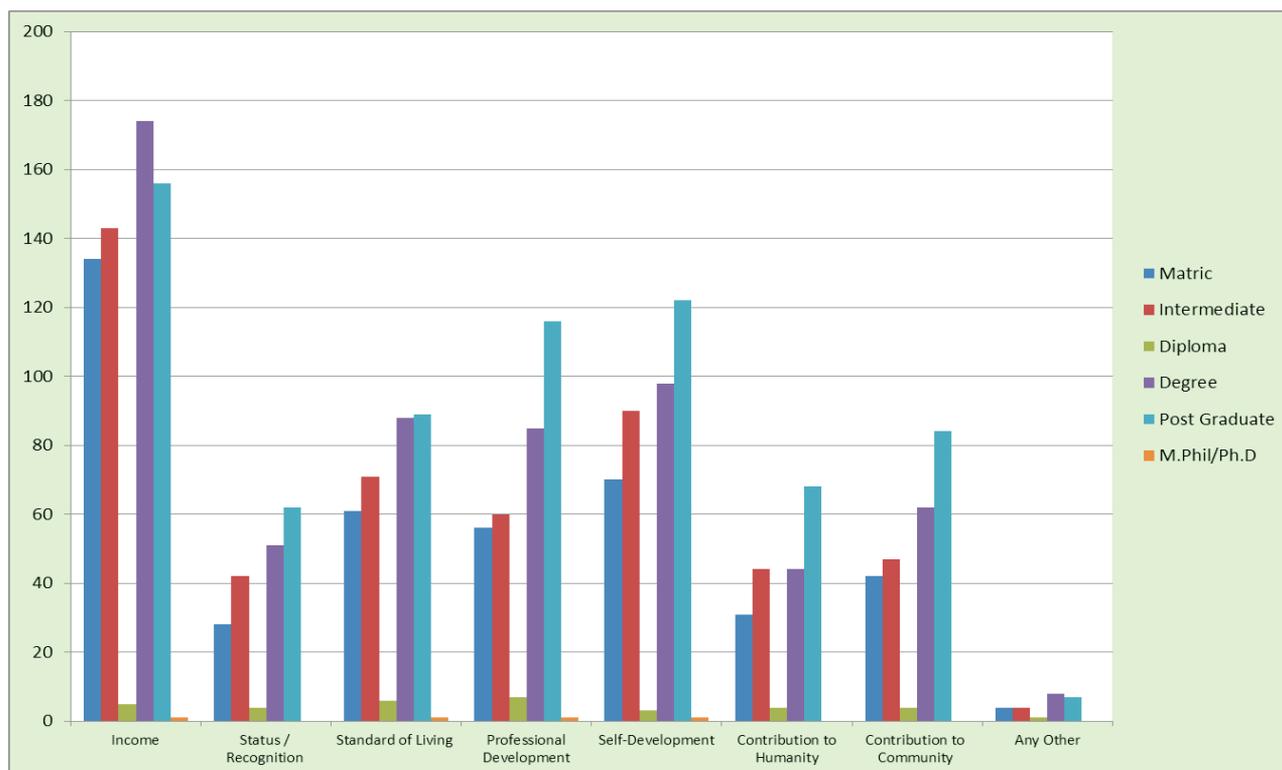
The job-related aspirations for overall sample shows that income ranked first while the self-development and professional development ranked second and third among the Pakistani youth.

Graph 2: Gender Wise Job Related Aspirations



As given in the above graph the job-related aspirations with respect to gender shows that income ranked first and the self-development was ranked second among both male and female participants. Professional development was ranked third among female whereas standard of living was ranked third among male segment of Pakistani youth.

Graph 3: Job Related Aspirations according to Qualification



The respondents having secondary and higher secondary school education are high on income and self-development aspects of job-related aspirations, whereas those having diploma are high on professional-development and standard of living aspects of job-related aspirations.

The findings show that degree holding respondents are high on income and self-development and standard of living aspects while the graduate and post graduate respondents are high on income, self-development and professional development aspects of job-related aspirations.

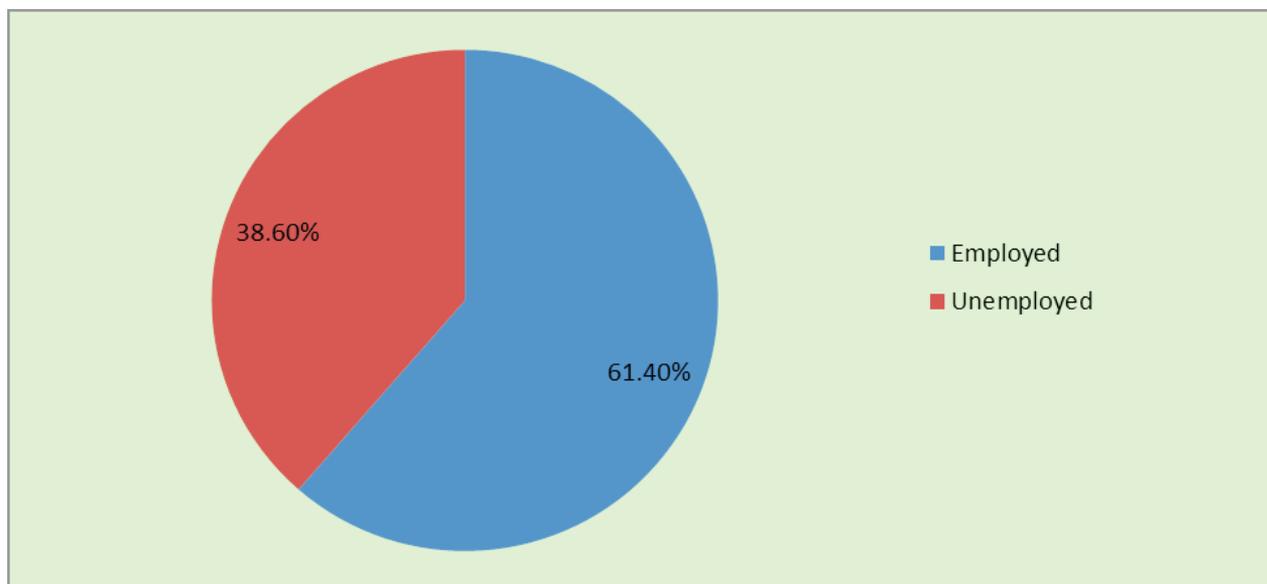
Table 5: Province wise distribution of job-related aspirations among the youth

Job Related Aspirations	Provinces							
	Punjab	Khyber Pukhtoonkhwa	Sindh	Balochistan	Gilgit Baltistan	Azad Kashmir	Islamabad	FA TA
Income	132	90	82	72	70	60	61	46
Status / Recognition	76	17	35	21	14	11	8	5
Standard of Living	103	35	67	30	29	9	31	12
Professional Development	85	33	58	21	74	20	21	13
Self-Development	98	43	43	42	48	68	24	18
Contribution to Humanity	43	32	31	22	33	12	15	3
Contribution to Community	47	25	36	22	42	13	24	30
Any Other	1	6	2	4	2	7	0	2

Table 6: Employment status of male and female respondents

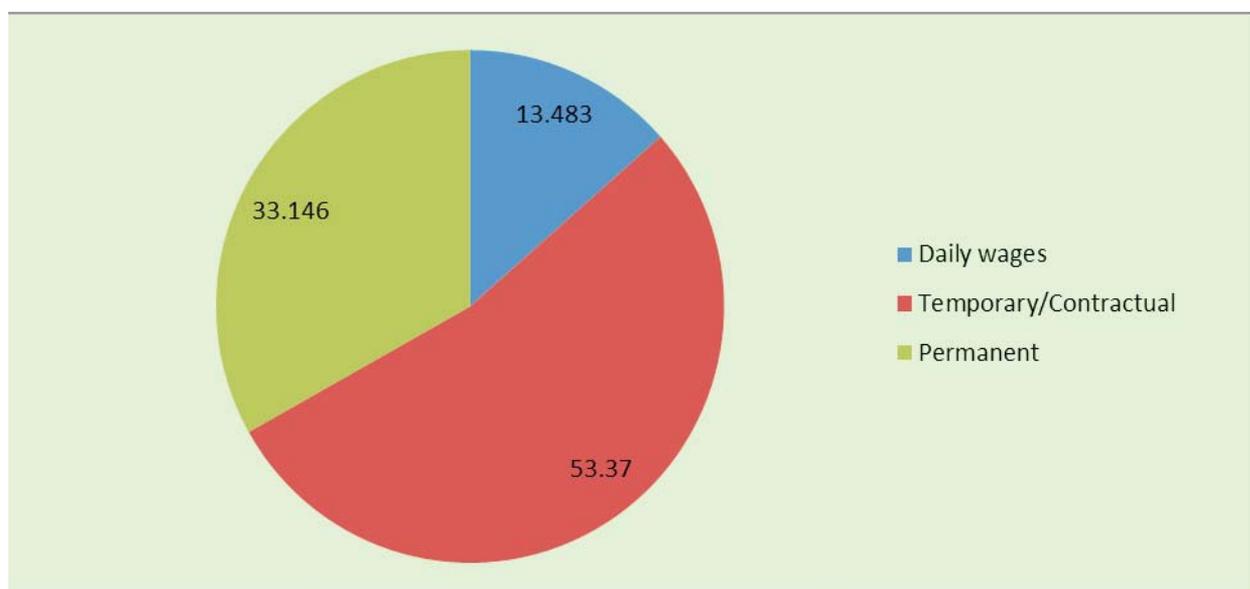
Employment Status	Gender		Total
	Male	Female	
Employed	260	243	503
Unemployed	379	391	770

Graph 4: Employment Status



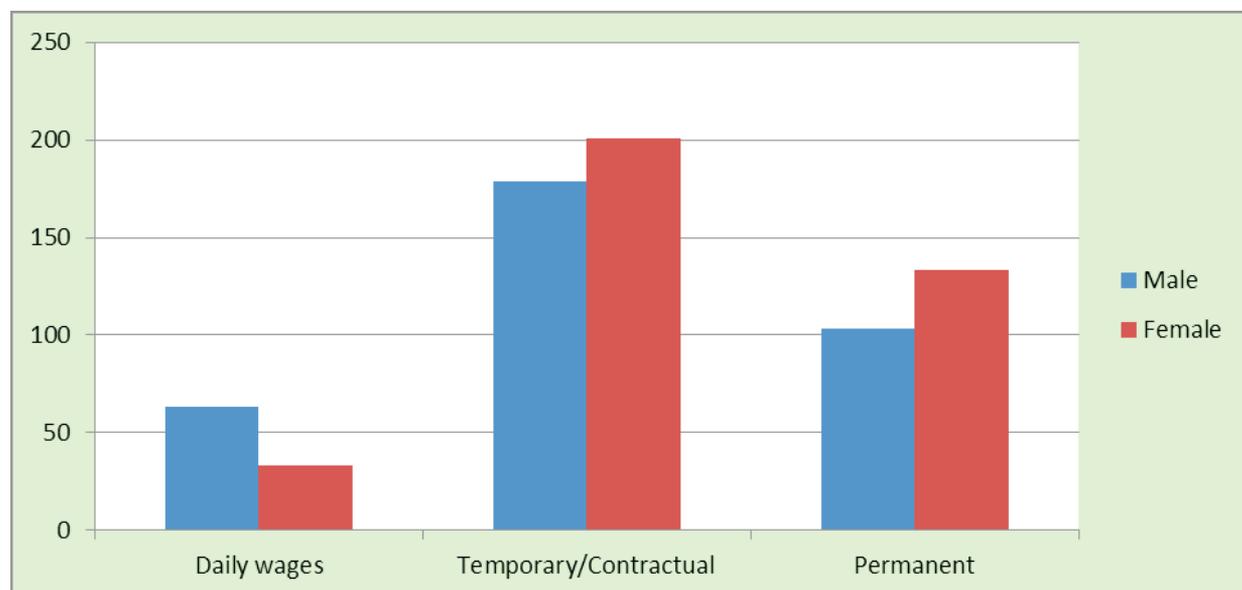
The graph indicates that 61.40 per cent of sampled youth participants are employed.

Graph 5: Nature of Employment



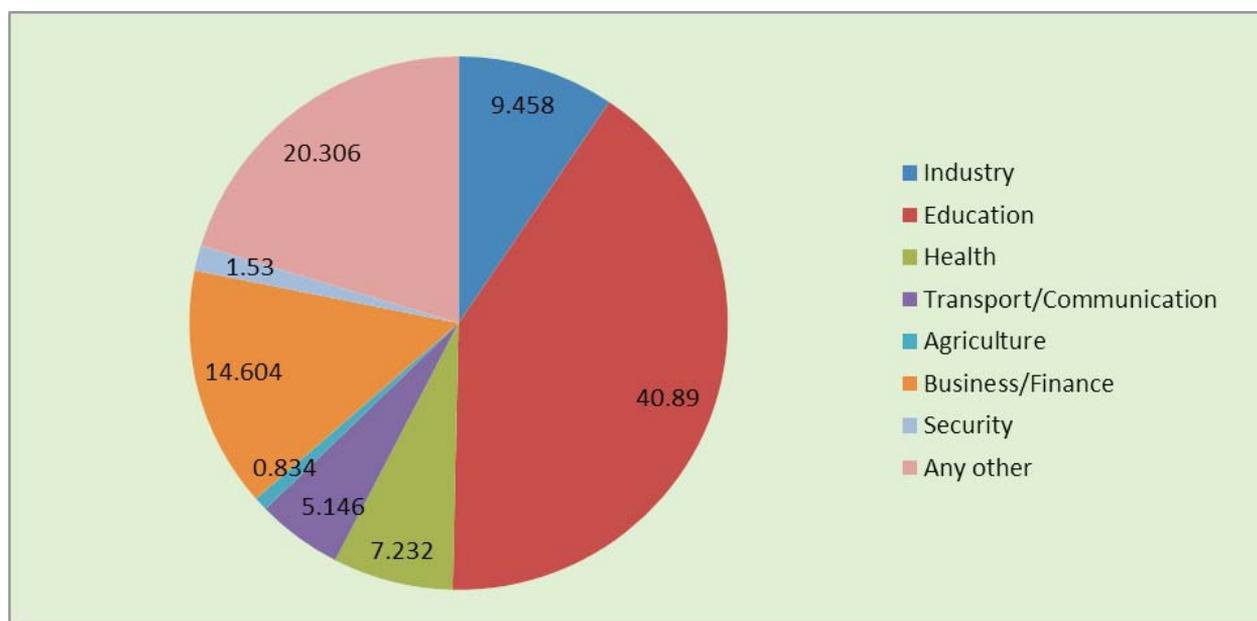
Among the 61.40 per cent of sampled youth participants employed have spread over daily wages 13.48, temporary/contractual 53.37 and permanent 33.14

Graph 6: Gender wise Nature of Employment



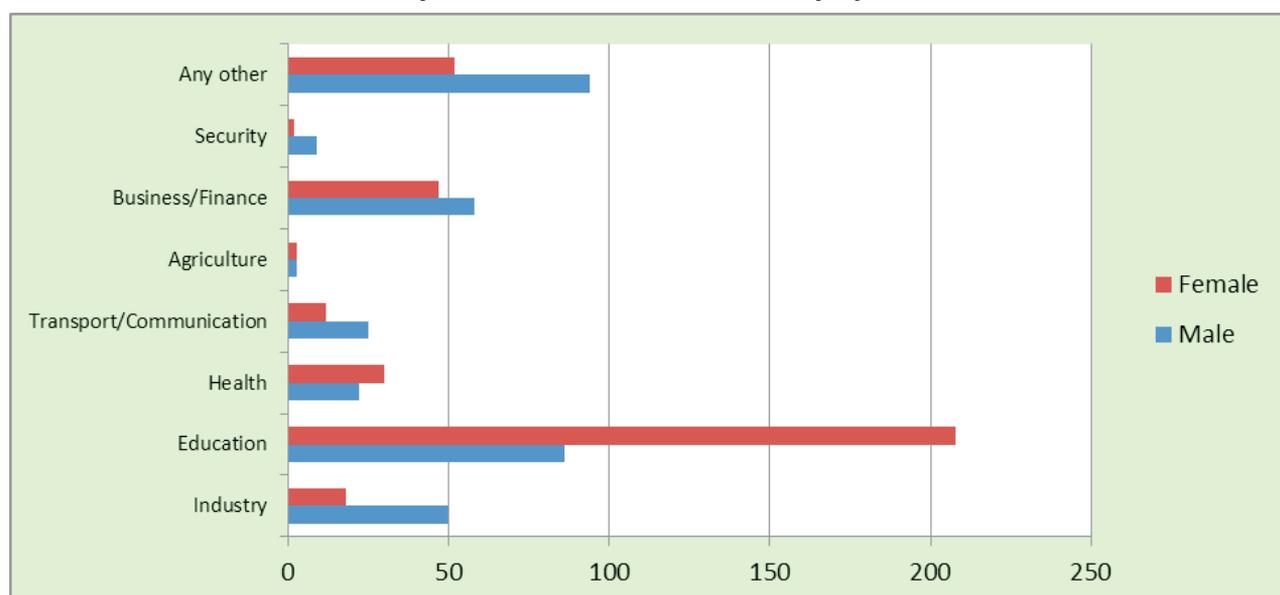
Out of 61.40 percent of the employed youths only 33.14 percent are permanently employed whereas, the rest are on daily wages or are temporary employed. The ratio of female, employed in permanent as well as temporary/contractual job, is relatively higher as compared to male respondents. More than 40 percent of employed respondents are serving in education sector.

Graph 7: Sector of Employment



The graph shows that the most prominent sector of employment among employed youth is education. The results indicate 40.89% employees are engaged in education sector.

Graph 8: Gender wise Sector of Employment



The primary and secondary important sector of employment among male and female employed youth is education and business/finance respectively.

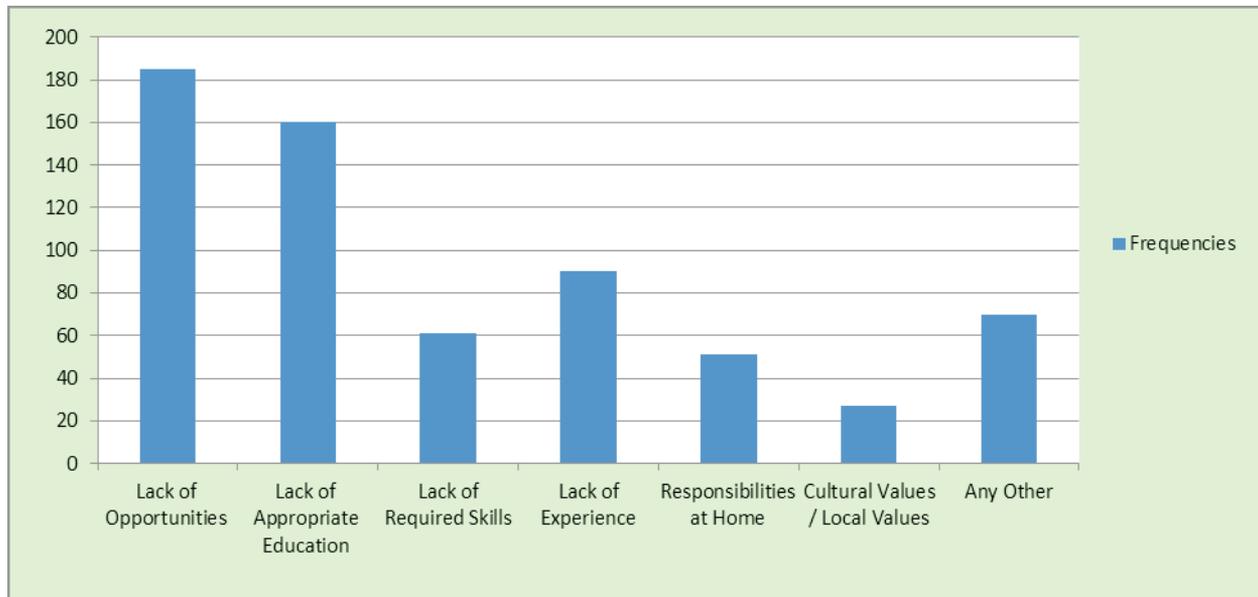
Table 7: Gender wise employment with respect to nature of the organization

Nature of Organization	Gender		Total	Percentage
	Male	Female		
Self-Employed	55	27	82	11.68
Government	58	50	108	15.38
Semi-Government	27	28	55	7.83
Private	202	255	457	65.10

Table 8: Gender wise Reasons for Unemployment

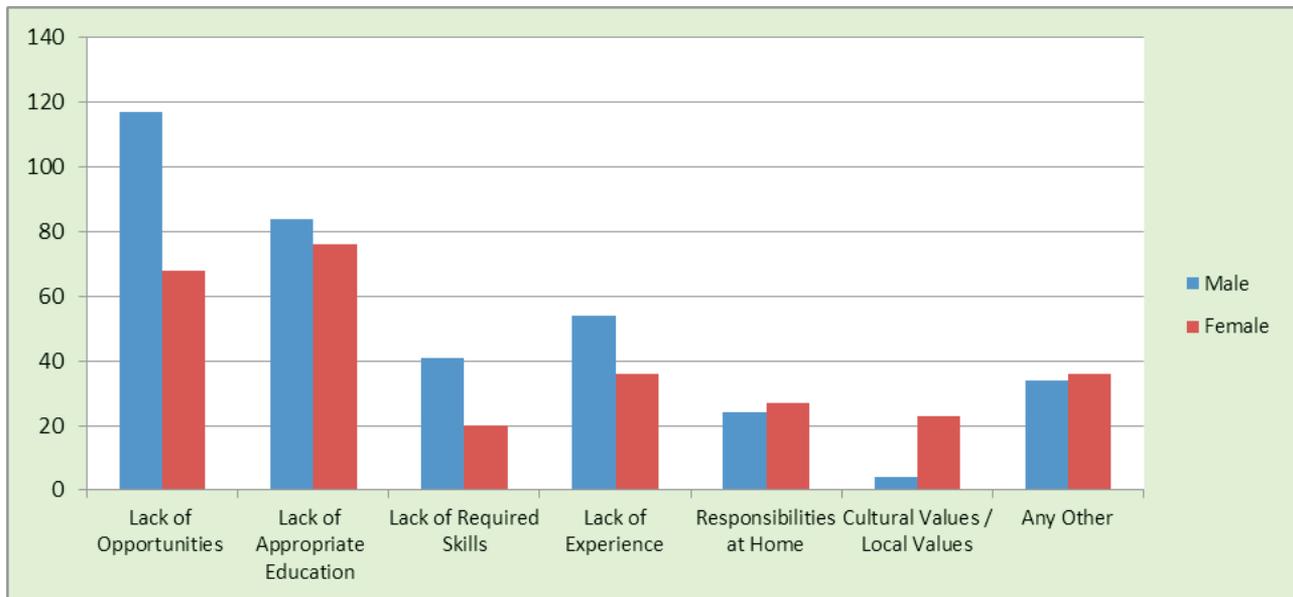
Reasons for Unemployment	Gender				Total	Ranks
	Male	Ranks	Female	Ranks		
Lack of Opportunities	117	1 st	68	2 nd	185	1 st
Lack of Appropriate Education	84	2 nd	76	1 st	160	2 nd
Lack of Required Skills	41	4 th	20	6 th	61	4 th
Lack of Experience	54	3 rd	36	3 rd	90	3 rd
Responsibilities at Home	24	5 th	27	4 th	51	5 th
Cultural Values / Local Values	4	6 th	23	5 th	27	6 th
Any Other	34		36		70	

Graph 9: Reasons for Unemployment



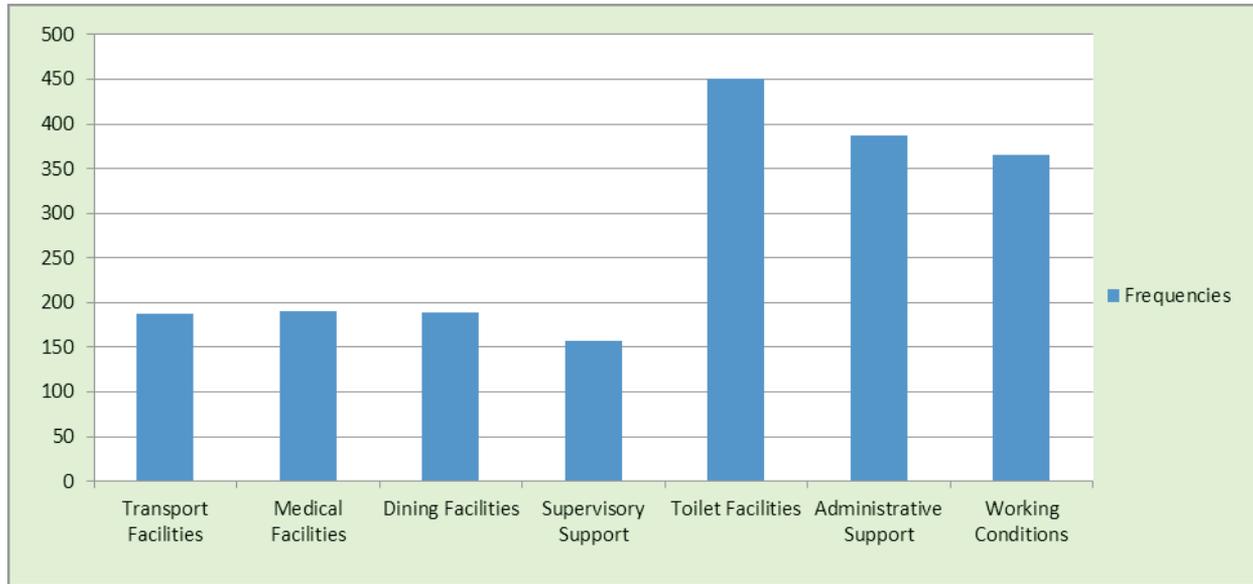
The finding shows that lack of opportunities and lack of appropriate education were ranked first and second by Pakistani youth as being the reasons for unemployment. The least apparent factor for unemployment was rated as cultural and local values.

Graph 10: Gender wise Reasons for Unemployment

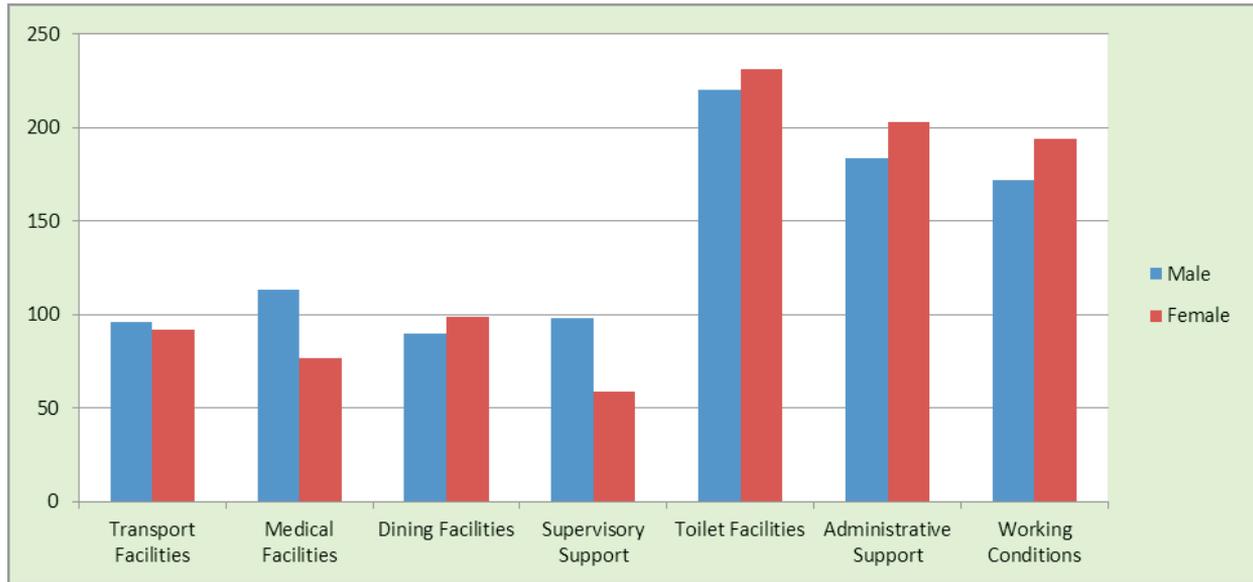


The graph portrays that the primary reason for unemployment among male was lack of opportunities and for female lack of appropriate education. Male rated lack of appropriate education whereas, female rated lack of opportunities as the second important reason for unemployment.

Graph 11: Working Environment

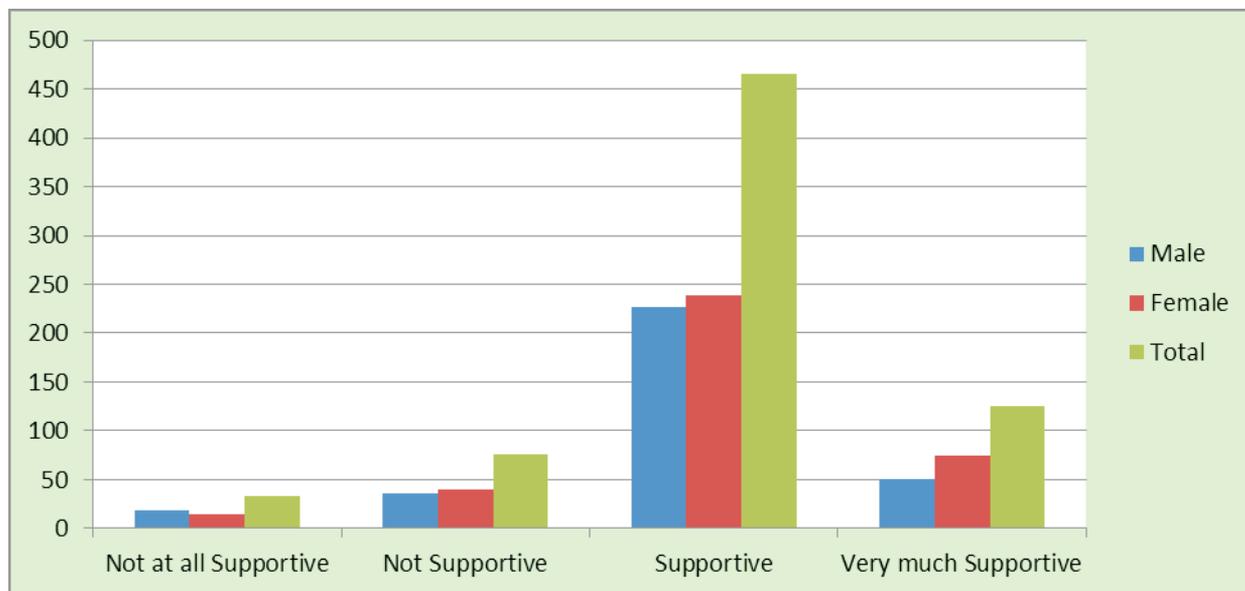


Graph 12: Gender wise Working Environment



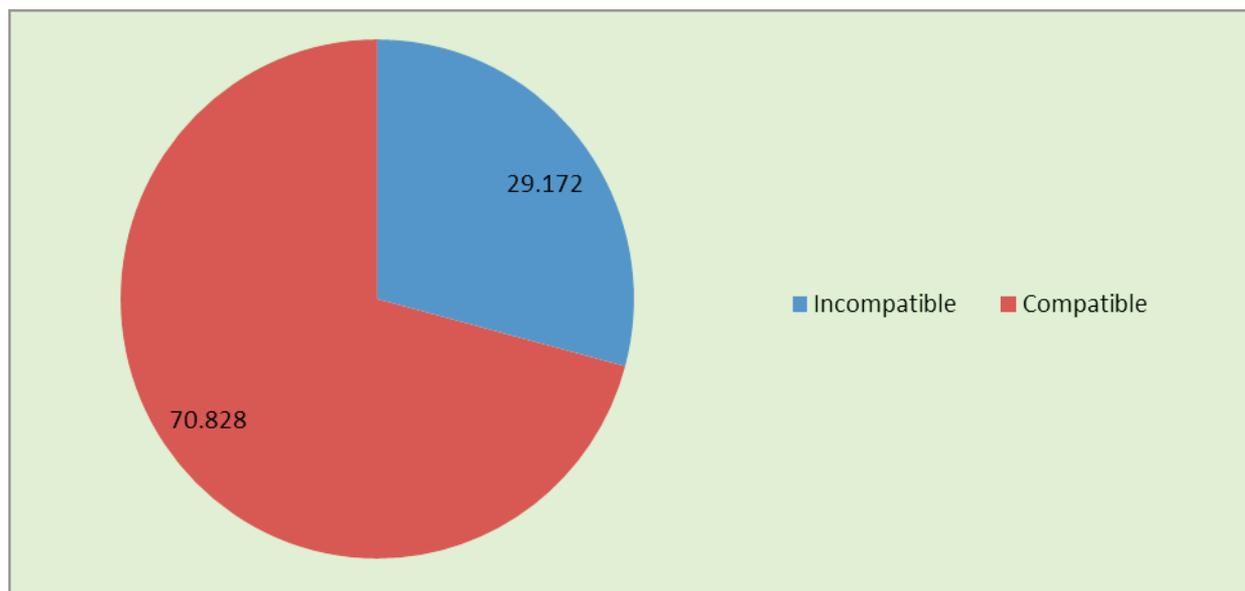
The toilet facilities, administrative support, and working conditions were the primary, secondary and tertiary important aspects/concerns of working environment among Pakistani youth. The same pattern is exhibited by both male and female respondents. Supervisory support was the least apparent attribute of working environment among the overall sample and female respondents.

Graph 13: Rating of Overall Environment



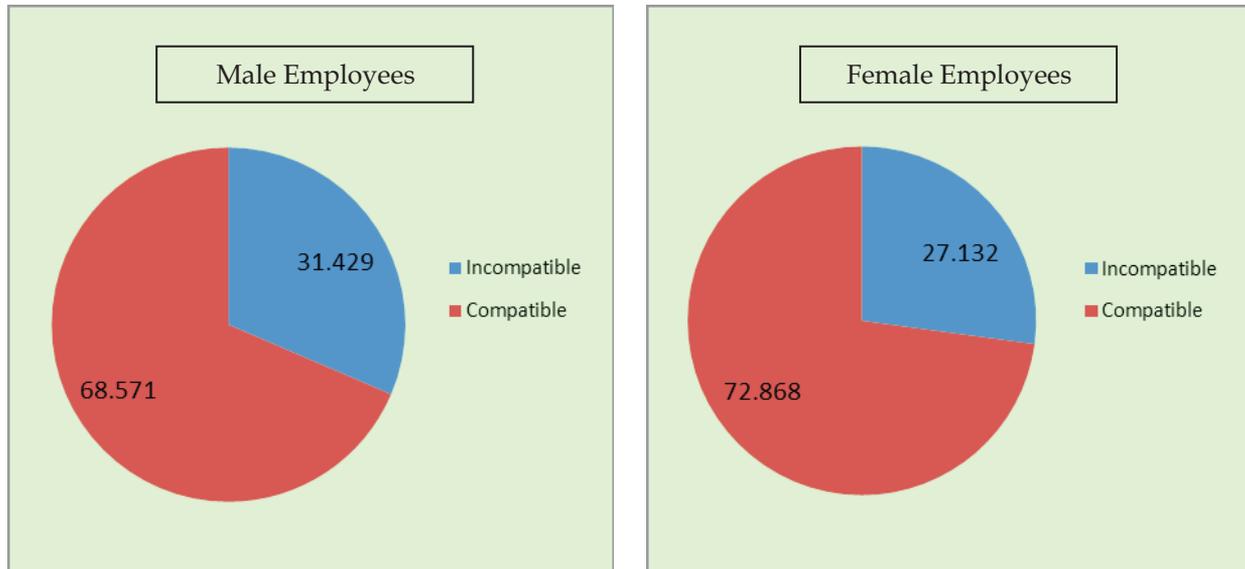
The graph shows that both male and female respondents rated their working environment as supportive.

Graph 14: Work Compatibility with Education



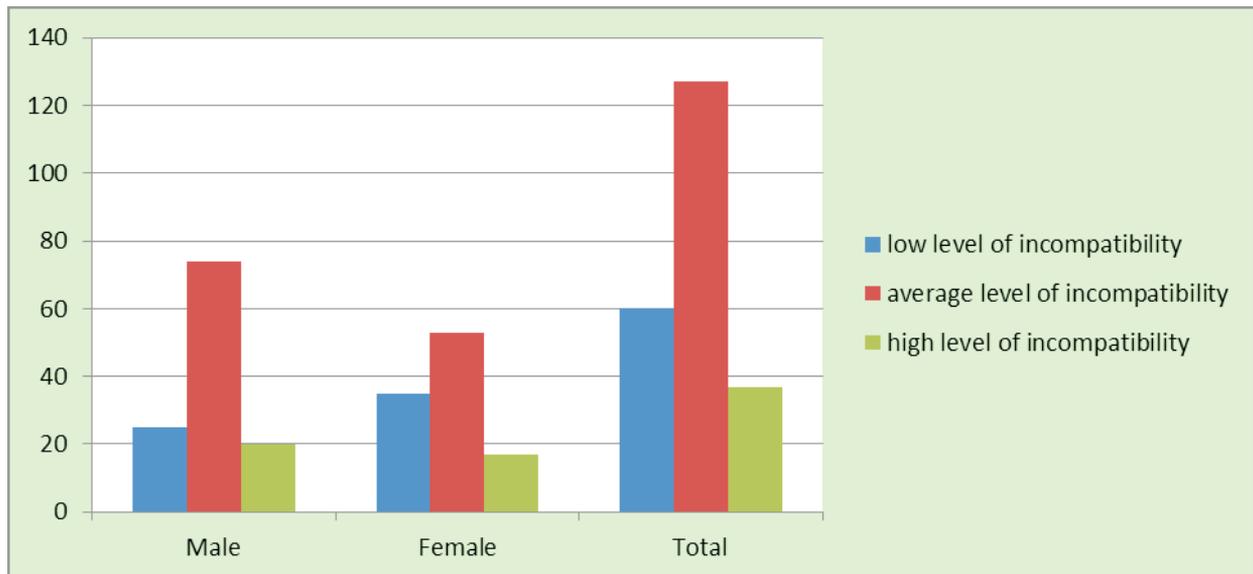
The respondents highlighted that in case of 29.17% the jobs they are in have no support from their academic background which indicates the curricula industry gap.

Graph 15: Gender wise Work Compatibility with Education



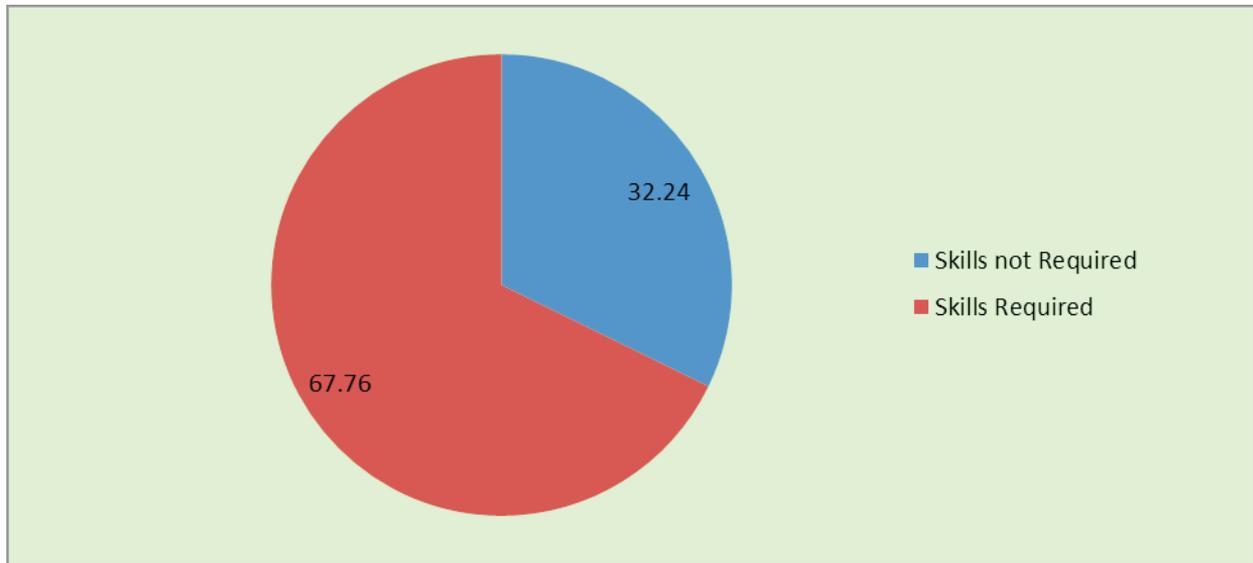
It is indicated that 70.83% respondents rated their jobs as compatible with their education. Female showed relatively more compatibility as compared to male respondents.

Graph 16: Level of Incompatibility



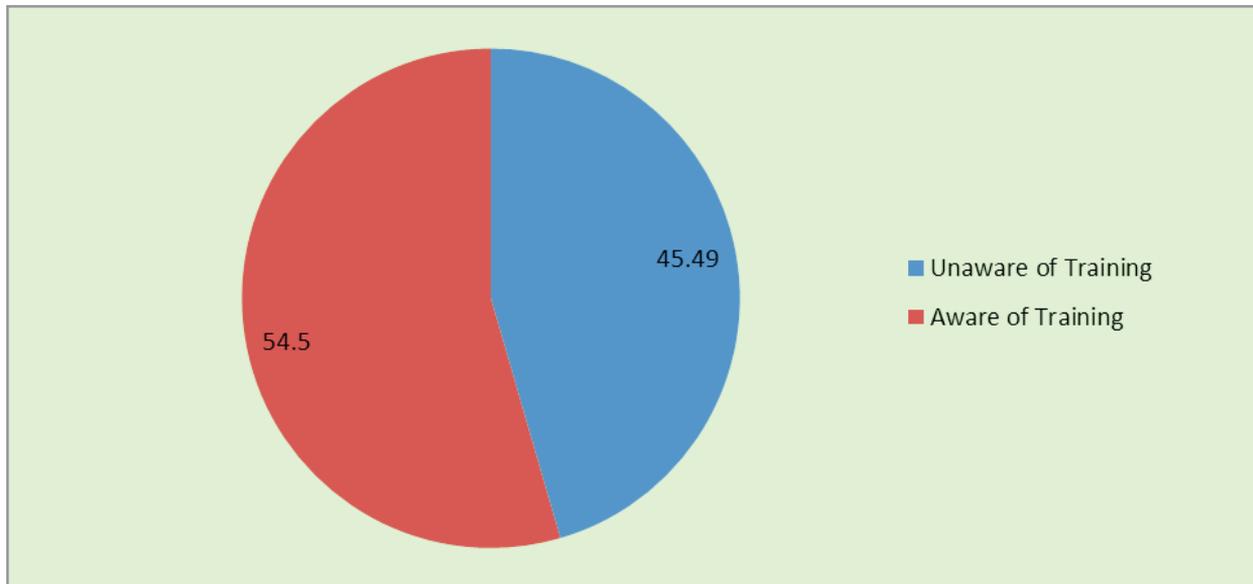
As far as the magnitude and intensity of the incompatibility is concerned the graph shows that the Pakistani youth including both male and female respondents exhibited an average level of work -education incompatibility.

Graph 17: Job Requiring Specific Prior Skill(s)



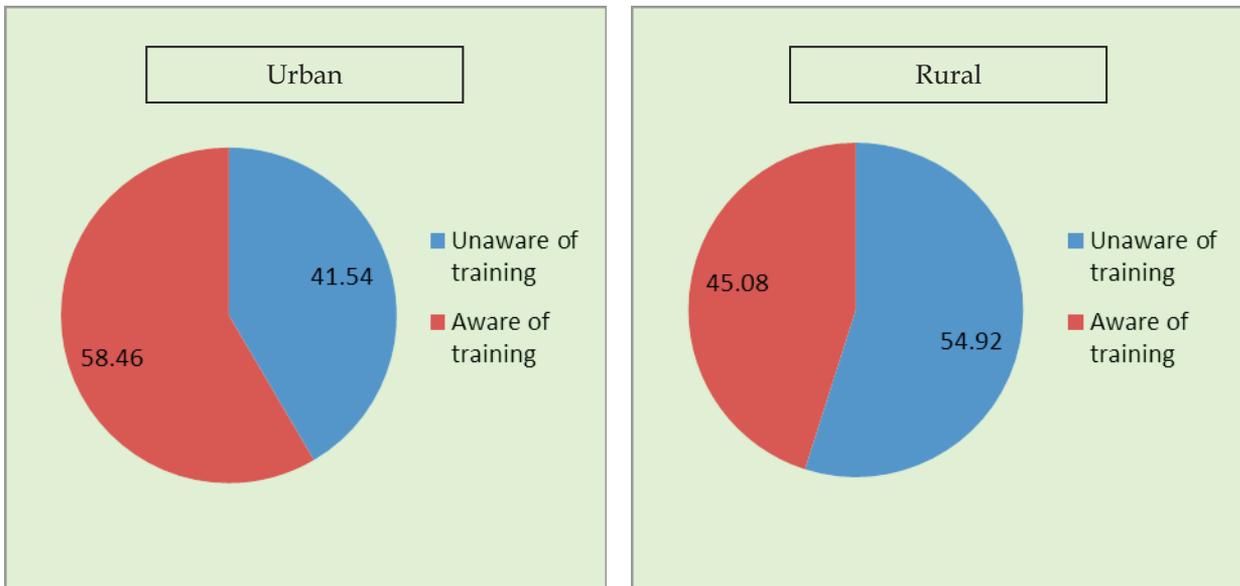
The results indicate that 67.76% of the respondents were of the view that their job requires specific prior skills. It indicates that majority of the employed youth is performing the jobs that need specific skills.

Graph 18: Training Awareness to Develop the Required Skill(s)



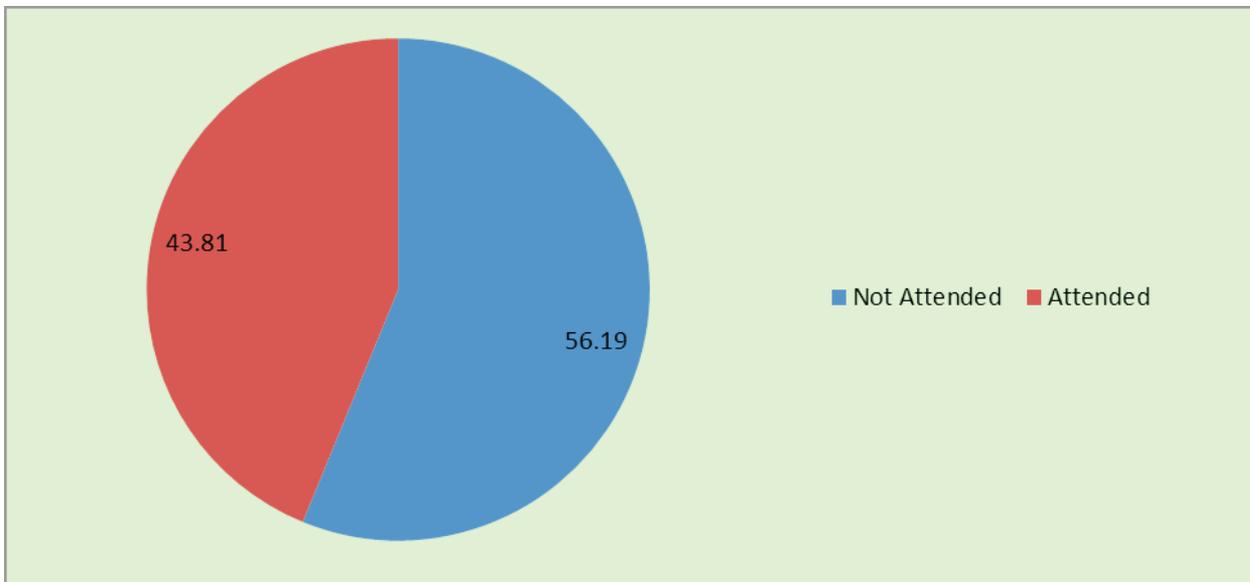
The graph indicates that 54.5% of respondents are aware of the trainings that developed the required skills. The 45.5% respondents are unaware of any training program to develop the required specific skills for their job. It is an important percentage to be considered.

Graph 19: Locality wise Training Awareness to Develop the Required Skill(s)



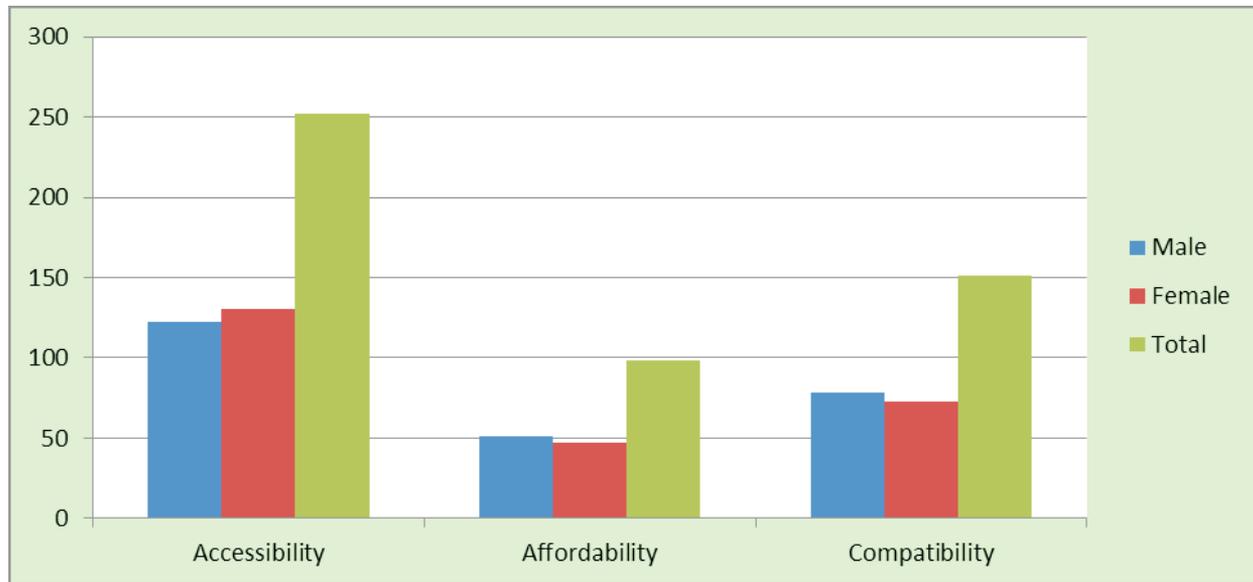
It shows that 58.46% respondents from urban areas and 45.08 respondents from rural areas are aware of the training that develops specific job relevant skills i.e. urban employed youth are relatively more aware about the training programs for required skill development as compared to their rural counterpart. However, a large segment of employed youth from both urban (41.54%) and rural area (54.92) are unaware of any such training.

Graph 20: Attended any Skill(s) Development Program



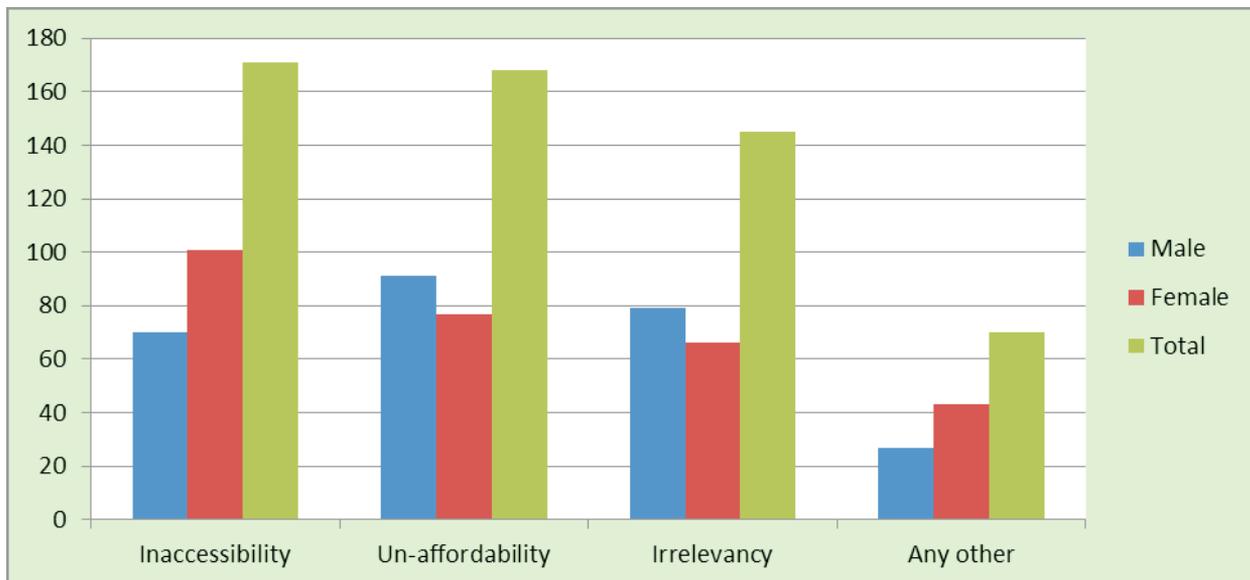
The graph represents that majority of the employed youth (56.19%) did not attend any skill(s) development program.

Graph 21: Factors contributing for attending Skill(s) Development Program



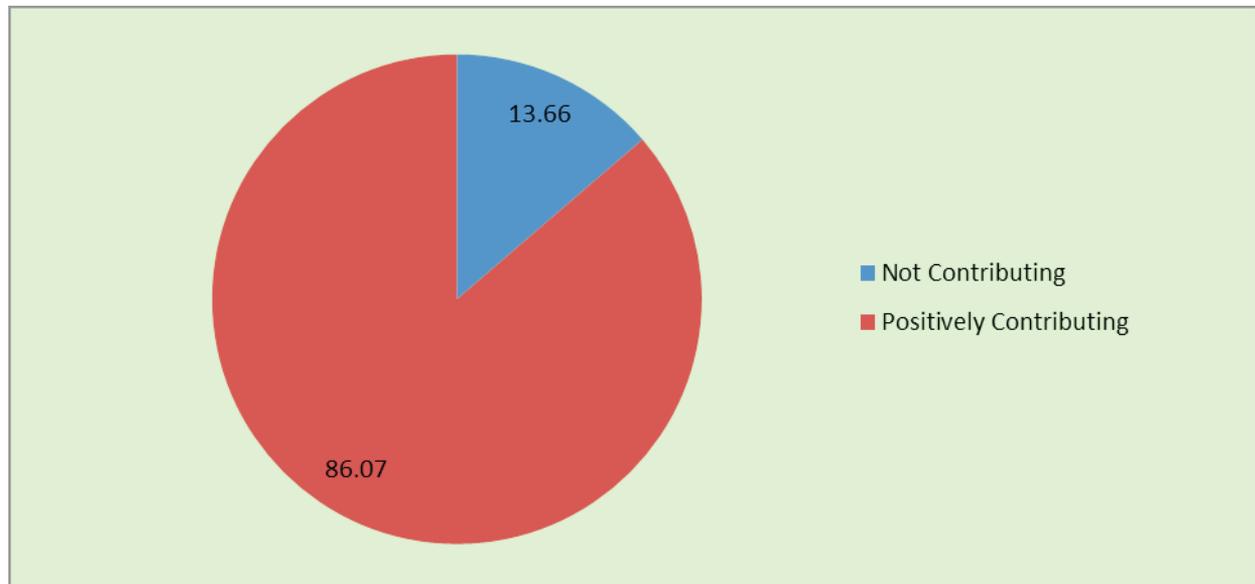
The accessibility was the most prominent factor/reason among the youth that contributed for attending skill(s) development program. The compatibility of these programs was the second most important reason for attending these skill development programs. However, affordability was the least important factor in this regard. This pattern of relationship is similar among both the male and female respondents.

Graph 22: Factors contributing for not attending Skill(s) Development Program



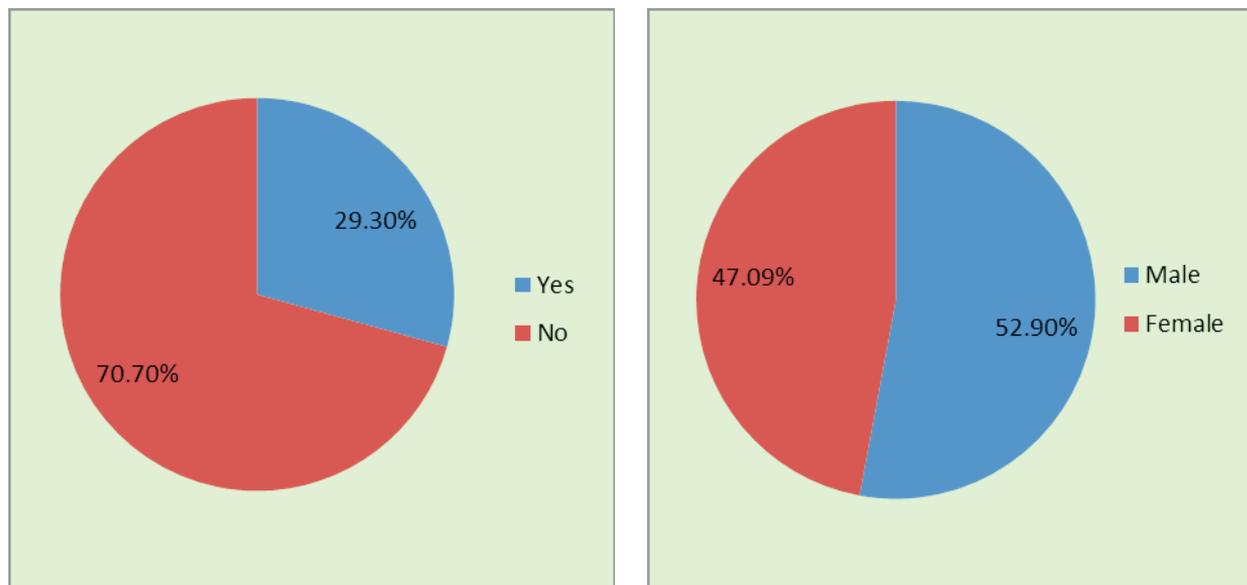
The finding indicates that inaccessibility was the most prominent factor/reason among the youth that was the cause for not attending skill(s) development program. However, the most important factor for female respondents was inaccessibility and for male participants, un-affordability was the primary important factor, for not attending skill(s) development program.

Graph 23: Positive Contribution of the Job to Overall Organizational Objectives



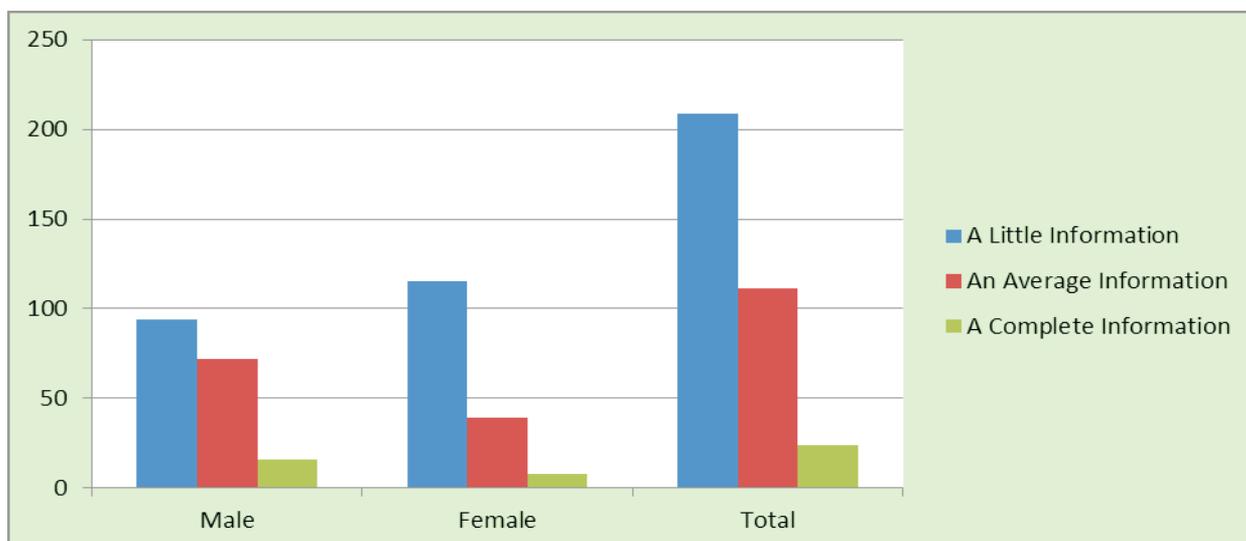
Most of the employed youth (86.07%) irrespective of their gender considered their job as positively contributing to the overall objectives of their organization.

Graph 24: Information about Youth Employment Programs



The graphs illustrate that only a small percentage (29.30%) of the Pakistani youth have some information regarding Youth Employment Programs, out of which 52.90% respondents are male and 47.09% are female. This indicates that approximately one fourth of the Pakistani youth exhibit information about Youth Employment Programs. Slight gender differences are found with reference to the information regarding YEP.

Graph 25: Level of Information about Youth Employment Programs

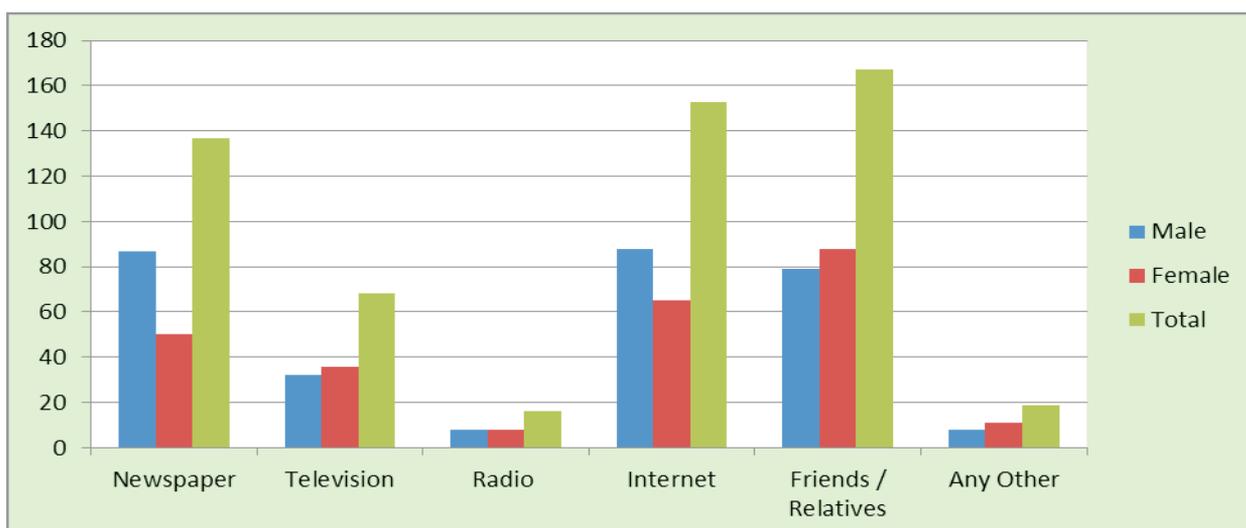


As far as the level of information about youth employment program in Pakistan is concerned it is low and both male and female respondents who are somewhat familiar with this program exhibit a little information about Youth Employment Programs

Table 9: Gender wise Sources of Information about YEP

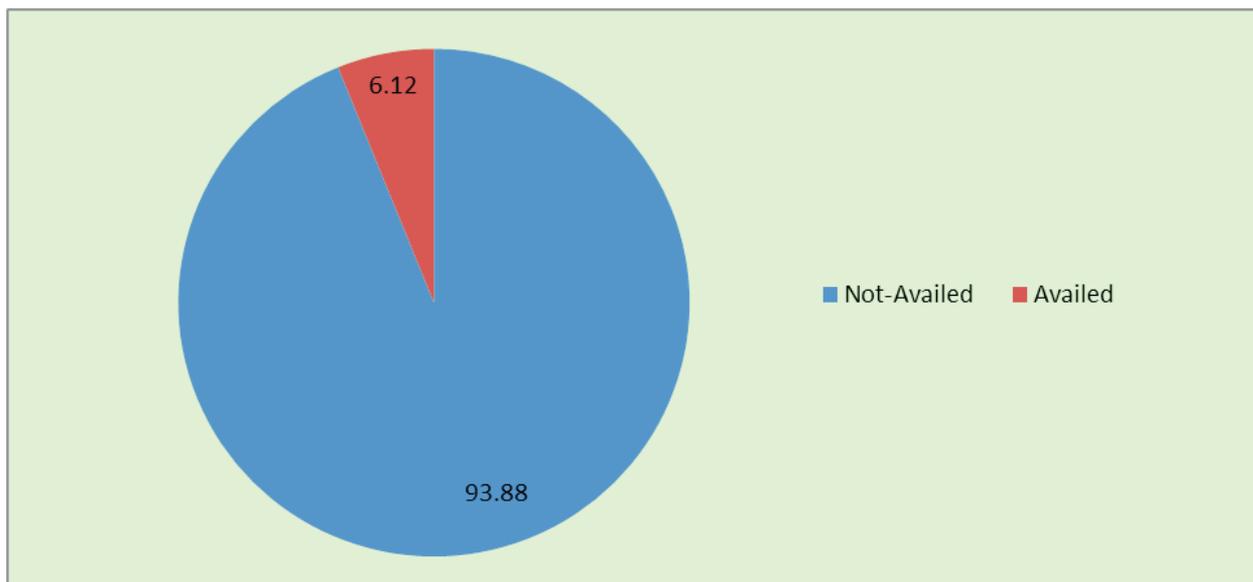
Sources of Information about YEP	Gender				Total	Ranks
	Male	Ranks	Female	Ranks		
Newspaper	87	2 nd	50	3 rd	137	3 rd
Television	32	4 th	36	4 th	68	4 th
Radio	8	5 th	8	5 th	16	5 th
Internet	88	1 st	65	2 nd	153	2 nd
Friends / Relatives	79	3 rd	88	1 st	167	1 st
Any Other	8		11		19	

Graph 26: Sources of Information about YEP

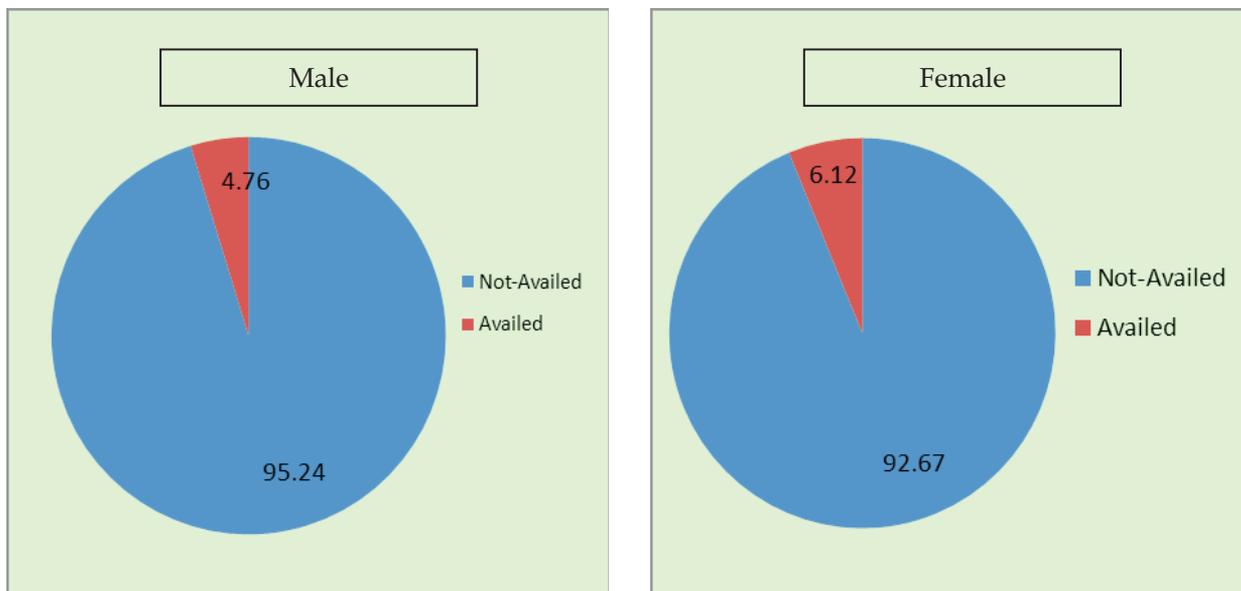


The above findings show that friends and relatives are the most important source for information about Youth Employment Programs among Pakistani youth. The secondary and tertiary important sources of information included internet and newspaper respectively. Friends/relatives and internet were the primary important sources of information for male and female respondents respectively.

Graph 27: Participants Availing Youth Employment Programs

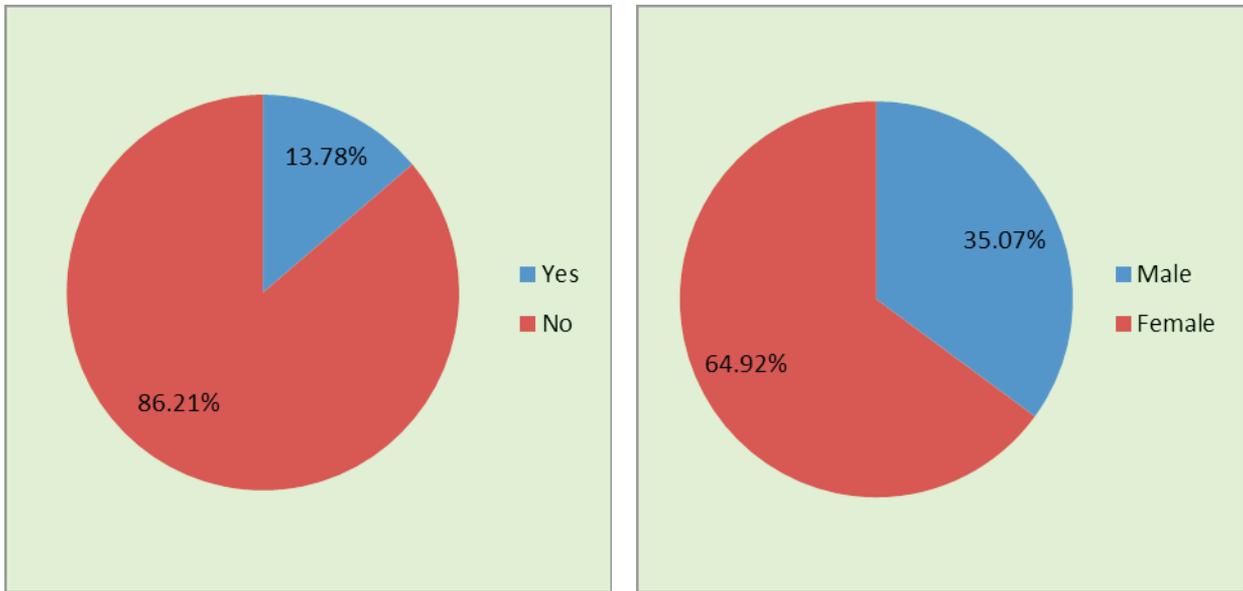


Graph 28: Gender wise Distribution of Participants Availing YEP



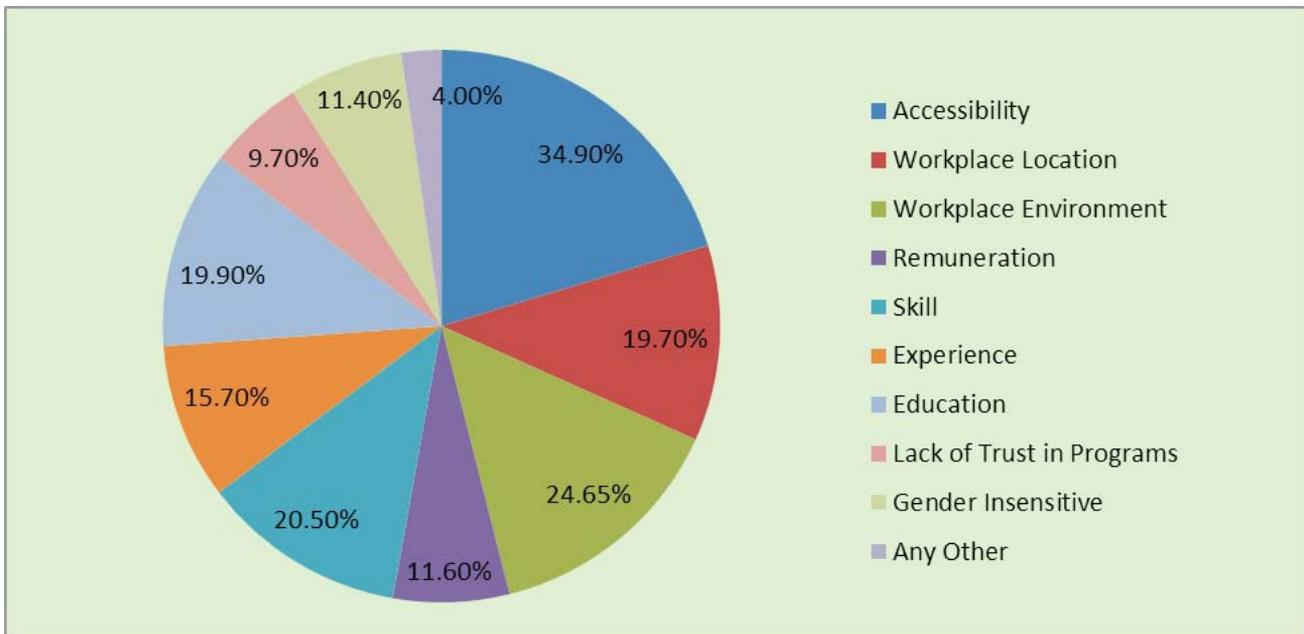
Only a minor segment (6.12%) of the Pakistani youth availed Youth Employment Programs out of which 4.7% are male and 6.12% respondents are female. This indicates that a vast majority of the Pakistani youth did not avail any Youth Employment Programs; however, the female youth are relatively greater in number among those who availed any Youth Employment Programs.

Graph 29: YEP is Discriminatory against Women

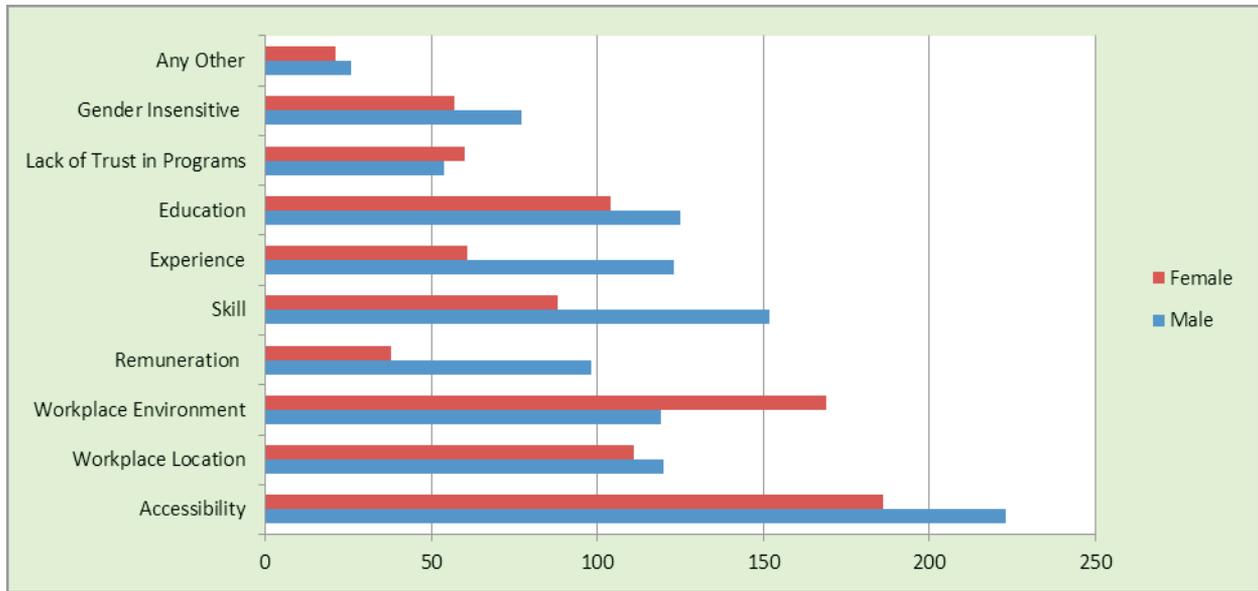


The results illustrates that 13.78% of the Pakistani youth perceives that Youth Employment Program is discriminatory against women and among those who perceive such discrimination 35.07% are male and 64.92% are female. This shows that relatively less percentage of Pakistani youth perceives youth employment programs as discriminatory against women, and it's the female segment that perceives more discrimination in this regard as compared to their male counterparts.

Graph 30: Areas of Sensitivity of Youth Employment Programs

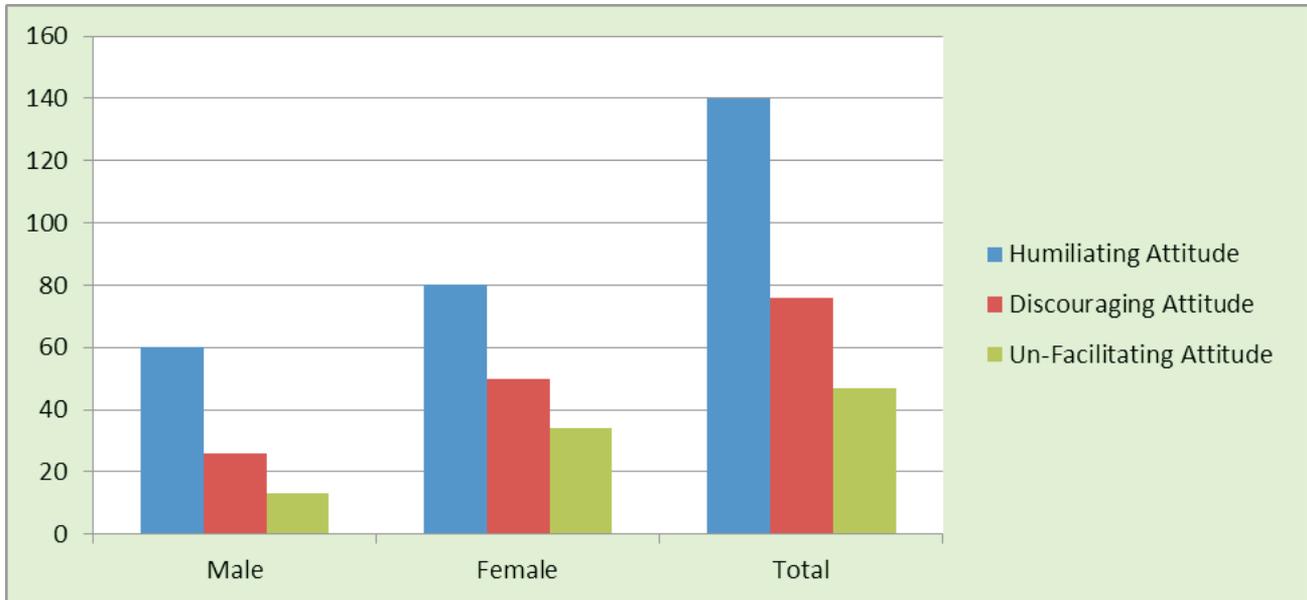


Graph 31: Gender wise Areas of Sensitivity of Youth Employment Programs



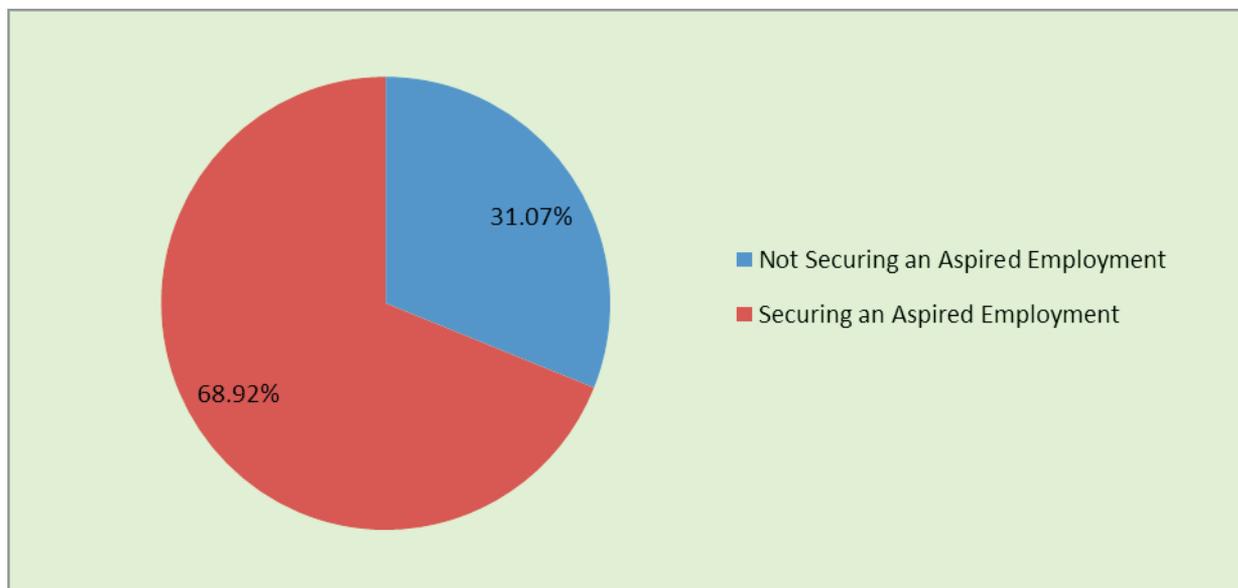
The results show that 34.90% of the Pakistani youth considers accessibility is the most important area of sensitivity of youth employment programs. The secondary important area is work environment. As far as gender differences are concerned both male and female portrayed accessibility as the prominent area of sensitivity. Skill for male and workplace environment for female was the second most important areas of sensitivity regarding Youth Employment Programs.

Graph 32: Area of Sensitivity on the Part of Program Supervisors of YEP



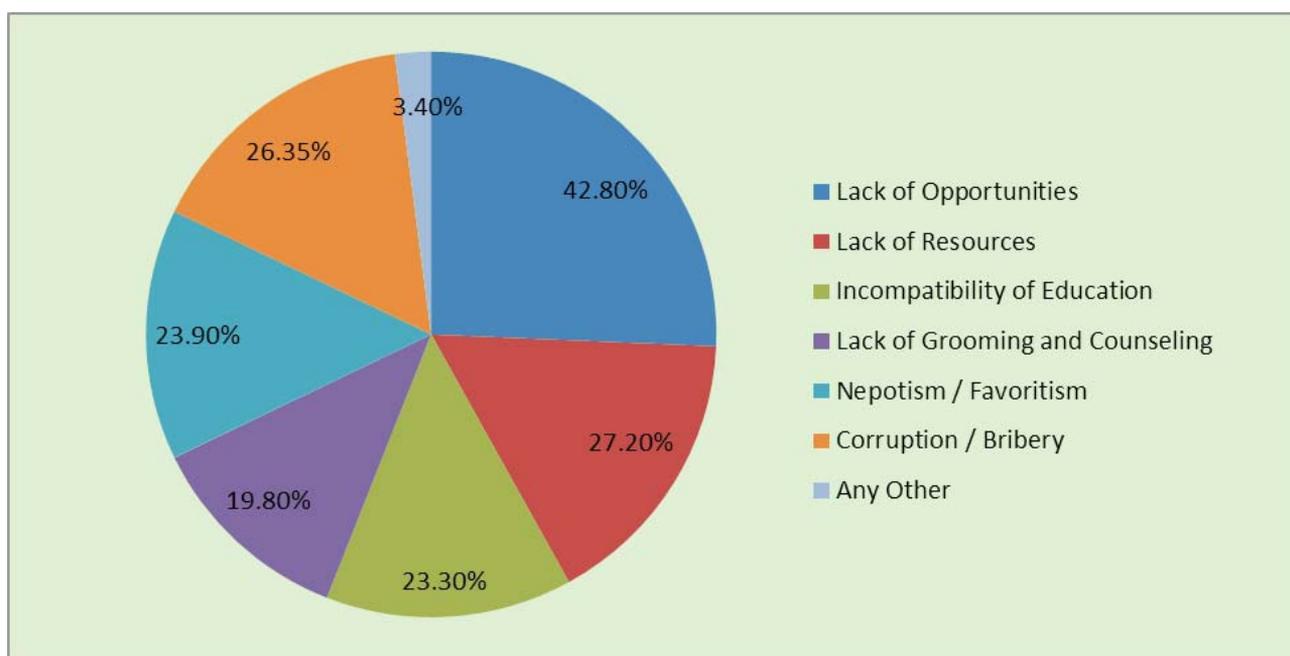
The above graph shows the areas of sensitivity on the part of program supervisors of Youth Employment Program. Pakistani youth including both male and female identifies humiliating attitude as the most important area of sensitivity on the part of program supervisors.

Graph 33: Securing an Aspired Employment through YEP

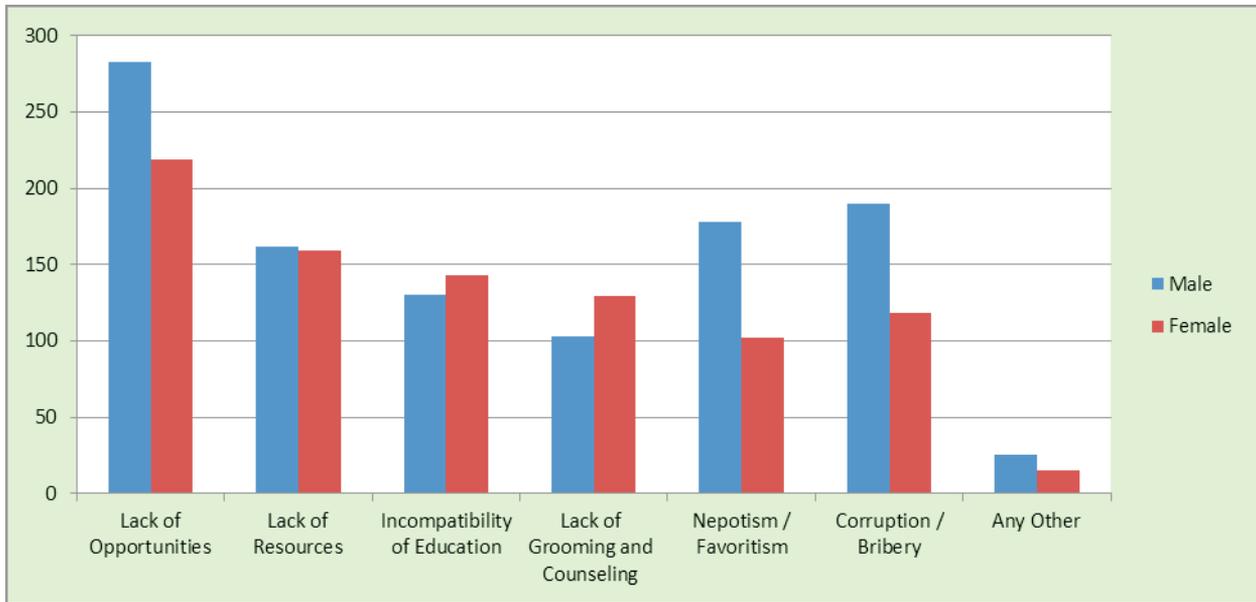


The 68.92% of the respondents perceive that as aspired employment can be assured through Youth Employment Program.

Graph 34: Reasons for not Achieving the Job Related Aspirations



Graph 35: Gender wise Comparison of Reasons for not Achieving the Job Related Aspirations



The above graph shows the percentage of the reasons for not achieving the job-related aspirations among Pakistani youth. The 42.80% of the Pakistani youth consider lack of opportunities as the prominent reason for not achieving the job-related aspirations. Both male and female respondents portrayed the same pattern. Corruption/bribery and lack of resources are the second most important reasons for male and female respectively.

OVERALL FINDINGS AND DISCUSSION

In terms of ranking the job-related aspirations of the youth, the income and self-development are the most dominant and prevailing job-related aspirations whereas, status and recognition and contribution to community and society are least prevailing. This trend in aspirations is relatively same for both gender and irrespective of their qualification and geographic location. However, in Gilgit/Baltistan the most dominant job-related aspiration is professional development. It can be said that income, self development, professional development, and to improve the standard of living are the most prominent aspirations related to jobs among the youths. Although a minor segment of the youth (6.12%) availed the youth employment programs, the majority of them (71.06%) were satisfied in achieving and securing an aspired employment.

More than half of the respondents were employed and out of them most are working on temporary and contractual basis with the ratio of female a little bit higher as compared to males. The most prominent sector of employment for these youth is education, business and finance with 55.48 percent associated with these sectors. Only seven percent were self-employed and 39 percent were working in private sector whereas, more than nine percent were working for public sector. Majority were of them (70.82 percent) were of the view that their work is compatible with their education especially by females, whereas for those who were of the view that their work is not compatible with their education was of average level of incompatibility. In terms of working environment the perceived overall working environment was supportive and most of the employed youths considered the appropriateness of working conditions, civic facilities, and administrative support except transport facilities, medical facilities, and supervisory support specifically for employed females.

The unemployed youth provided different reasons for their unemployment. It was lack of opportunities, education and experience for males and the lack of appropriate education, opportunities, and experience for females. Cultural values were the least important reason of not being employed specifically in females. Most of the employed youth expressed that specific prior skills are required to perform their job but a large number (45 percent) are still unaware of any training program to develop the required skills. Only 43 percent of the employed youth have attended such programs due to its accessibility and compatibility and those who have not attended any skill development program is mainly due to inaccessibility by females and un-affordability by male. However, majority of the employed youth irrespective of their gender considered their job as contributing positively to the overall objectives of their organizations.

The findings indicate that a small percentage (29.30%) of the Pakistani youth have some information regarding Youth Employment Programs, out of which male respondents are relatively more informed as compared to their female counterparts. This indicates that approximately three fourth of the Pakistani youth have no information regarding Youth Employment Programs. Both the male and female respondents who are somewhat familiar with this program exhibit a little information about youth employment programs. Friends and relatives are the most important source of information regarding Youth Employment Programs among Pakistani youth. The secondary and tertiary important sources of information included internet and newspaper respectively. Friends/relatives and internet were the primary important sources of information for male and female respondents respectively. Interviews from the internees also indicated that they got information regarding National internship program through newspaper and internet. Only a minor segment (6.12%) of the Pakistani youth availed Youth Employment Programs out of which 4.7% are male and 6.12% respondents are female. This indicates that a vast majority of the Pakistani youth did not avail any Youth Employment Programs; however, the female youth are relatively greater in number among those who availed any Youth Employment Programs.

The results illustrate that very few of the Pakistani youth (13.78%) perceive youth employment programs

as discriminatory against women, and it's the female segment that perceives more discrimination in this regard as compared to their male counterparts. Pakistani youth considers accessibility as the most important area of sensitivity of youth employment programs. The second most important area of sensitivity is the work environment. As far as gender differences are concerned both male and female portrayed accessibility as the prominent area of sensitivity. Skills and education for male and workplace environment and workplace location for female youths were the other most important areas of sensitivity regarding Youth Employment Programs. Pakistani youth including both male and female also identifies humiliating attitude that includes sexual harassment at work place that often remains unrecorded due to the fear of female interns, in particular, that if they share this with their family members they would most likely ask them to discontinue their employment. Moreover, these young employees are given less attention to their innovative suggestions, no orientation about their work and about the organization.

The semi-structured interviews with the internees of National internship program also indicated the working environment in terms of facilities and privileges as pathetic especially for females. The female internees complained about the unavailability of separate room/office, furniture, equipments, and washroom. To make the program responsive to the particular needs of women interns it was suggested that the internship opportunity should be provided at the station of residence of applicants; moreover the transfer options should also be provided for the girls, and the staff of the NIP should be increased as well as trained enough to talk and deal with female internees effectively. They were of the view that some of the rigid conditions in NIP internship contract should be reviewed and made flexible to accommodate female internees as they face particular problems quite different from male interns e.g. like marriage, pregnancy and lactation period, 'iddat' -married women, as per religious injunctions, are confined to their homes for a certain days in case of spouse death-, intercity mobility due to husbands' transfer, protection and security issues etc.

Delay in the payment of stipend is one of the most important problems faced by most of the internees, whereas the other problems include the absence of job description. These factors are responsible for demotivating and increasing the role ambiguity and role overload of the internees. However, the overall perception of the internees about the role of their supervisors in attaining the objectives of the internship was very positive whereas, most of the supervisors were satisfied with the performance of the internees and they were of the view that NIP should be extended and offered on regular basis. However they indicated a lack of coordination between NIP and host organizations and suggested that the monthly report of the internee should be demanded by the NIP.

Although there is no single explanation of the persisting inequalities between women and men in employment, the two major sets of explanation may be identified. First are those that suggest that women's employment patterns are an outcome of individual and family choices, and second are those that emphasize the persistence of structural barriers to women progress and job opportunities. In a context of patriarchal society like Pakistan, gender segregation limits the opportunities for female youths in different aspects of life including education and work and their mobility is often restricted. Our findings shows that reasons given by female youth for not being employed were lack of appropriate education, lack of opportunities, lack of required skills, and lack of experience as compared to male youths. However, the social norms in this country are undergoing transition and the structure of family is also changing that has affected the expectations as well as the role of youth. The findings indicate that they expect not only income but also personal development, professional development, and better standard of living through their jobs. This analysis and trend emphasizes the need for different policy and program tools that have the potential to address their needs.

YOUTH EMPLOYMENT ISSUES

Private sector has got impetus and is now the major employment provider. It cherishes for productive, skilled, educated and in-demand human resource but at the same time it evades observing labor laws and contribution to social security nets to the employees.

Technical education and vocational training systems remain supply driven and are not effectively connected to market demand. The result is a lack of quality manpower in all sectors that reduces total factor productivity of the economy.

Urban youth unemployment on long term is more prevalent than rural youth unemployment as later is compensated through informal sector employment.

The Shariah Law (1979) and the Shariah Bill (2009) do not bar women from seeking and availing employment however misinterpretations and intolerant behaviors in the name of religion and local values and standards of pride confine the women folk to homes that in consequence restrict the active role of women in the economy.

Gender segregation at higher levels of education coupled with masculine feminine tagging of professions eschewed women from many professions. Therefore, a very few professions are taken up by the females as compared to their male counterparts in opting the career.

Young women are engaged more in unpaid (family, personal, reproductive) work, which affects their participation in paid productive activities.

There exist no consistency in policies and programs of the government as well as other such entities to take the youth employment matter on long term basis which pave the way to informal and market driven tendencies that at later stage require capacity development to be at par with global trends of businesses. And here we see no such systemic approach for spending on capacity development.

Women have acute under representation in trade unions, chambers of commerce and at higher echelons of bureaucracy that is to say at decision making levels.

Unavailability and unreliability of database many a times deprive the youth to get benefit of schemes launched by the government or private sector. Similarly lack of transparency restricts the fair competition and employment chances.

Inaccessibility to skill development programmes that often take place at urban centers deprive rural youth of grooming and allied opportunities of employment at urban centers.

Lack of transport facility; washrooms; sitting rooms at workplace; accommodation; financial support i.e. loans bonuses etc., prolonged working hours, excessive fieldwork, differential wages, come more to the part of women youth employees. Labor Court compensation and compliance procedures take long time to facilitate in severe cases e.g. death or disable cases which discourage the youth to be the dynamic and committed worker.

Poor work environment and lack of security at workplace particularly occupational safety and social accountability.

RECOMMENDATIONS

1. Majority of the jobs require prior skills and knowledge to perform, however, our education system is not aligned with the practical needs of work. Therefore it is recommended to make our curriculum more practical in order to meet the challenges at work place. More specifically, the females should be encouraged to take the education more aligned with employment needs in future in their academic institutions. The curricula wings of the public and private sector must involve the prospective employers as that of industry and civil society organizations to build their confidence.
2. There is a tendency that young, especially women are given tasks that are irrelevant to their educational background. Moreover, the placement, duty assignments, training opportunities etc should be sensitive towards gender issues and appropriate support mechanism be intact to relieve the employee of genuine difficulties. For example if they have babies to be accompanied their air travel, boarding and lodging be catered for.
3. The curricula of all levels must be made sensitive towards religious, cultural and specially gender issues. The education system should work for bringing the change in behaviors and attitudes and breaking the unjust societal taboos.
4. The educational institutions, youth development and employment programs, especially of public sector should provide career/job-related counseling services to the youth.
5. Institutional barrier in self employment should be removed and credit facility should be provided to young aspiring youth especially female.
6. According to employment aspiration ranking in result of this study, income and self development are the most required characteristics by youth, therefore, it is recommended to develop the employment programs that provide opportunities for self-development and offer reasonable remuneration etc.
7. Lack of appropriate education ranked first on the unemployment given by female respondents. They emphasized the need at government, society and family level to encourage women/girls to take education according to the current needs of the job market.
8. Appropriate information dissemination and easy accessibility to the training programs at district level be developed to enhance the attendance of candidates that would eventually helps to improve youth employment.
9. Government and other organizations should provide employment opportunities to women near to their residence especially to those belong to rural areas in order to increase their participation in youth employment programs. The age relaxation for recruitment and reentry into service as many women for a certain period have to leave the jobs after marriage or sometimes when they don't get maternity leaves approved may well be incorporated into policy guidelines of the public and private sectors.
10. There should be subsidized travelling and accommodation facilities (youth hostels) to facilitate youth searching employment. Accommodation facility should be available to female especially in order to encourage their participation in youth and development programs.
11. The youth development, exposure and employment programs should be established on permanent basis with adequate human, technological, and financial resources. In order to carry out these objectives a substantial fund be created on the pattern of 'Iqra surcharge' that was implemented in 1985 and remained in vogue till 1994. During the 10 years it collected the colossal amount of Rs 66 billion for the promotion of

education. This time its repercussions be taken care of and this fund be adroitly spent on youth capacity development for employment and for entrepreneurial support to youth for establishing their own businesses. The youth who don't possess collateral be compensated with this fund. If it runs successfully will build the confidence of regular banks and microfinance institutions to support the unemployed youth.

12. There stands a need to maintain data in the country classified on the basis of youth employment gender ratio in perspective to sectoral classification, decision making levels, geographic coverage, inventory of support services availability (rural-urban spread), classified mapping on employment demand-sectoral, geographical, in-practice wage rates, credit and savings, home-based-workers' facilities access patterns and requirements, and so on. For example, Gender based project cycle management be advocated for so that the prevalent and innovative projects should have certain level of sensitization. Cash for work sort of innovations should maintain data and compare it with gender performance. All sort of emergency and early recovery programmes should follow this perspective.
13. On the basis of above data, the Pilot Employment Facilitation Centers at provincial headquarters with district level chapters that should maintain and collect youth profile data on multiple dimensions and its attenuation into employment, dispelling gender disparity in youth employment, be run on 2-3 years basis for thorough assessment before its replication at mega level. These centers may well be established anew or be entrusted to education foundation, ministry of youth etc. To the center's scope of work must lay coordination between industry, academic institutions, and public and private job providers to understand their expectations/demand from the human resource/youth and facilitation efforts. These centers will work in close collaboration with prospective employers and academic institutions to develop capacity development curricula and trainings for the teaching faculty to apprise them with the demand of the market and for the students to equip them with the quality education. The prospective employers be involved in designing the above intervention, its monitoring and evaluation and the examination or appraisal system. This will win over the prospective employers' confidence and will strengthen the academics-industry relationship.
14. Social change is the long term process, therefore for that matter the level of employment accessibility for women by the society at large should be initiated through mediated reality. The drama serials on popular channels at prime time with strong script and artists be initiated for creating cognitive, attitudinal and behavioural change among the audience. Cognitive and attitudinal change is targeted upon those audiences who still stick to traditional and conservative moorings as in the geographical areas of Baluchistan, FATA and so forth. Similarly, the audience for behavioural change will be the urban, semi urban and rural areas that need behavioural adjustment with the situation. Media and social mobilization experts be involved to strategize the above two mediated intervention streams. This intervention pretty well be supported by the other programmes of current affairs, infotainment programmes of the electronic media and news coverage, feature, article and editorial writings of the widely circulated print media.
15. In almost all the development interventions from policy to implementation owe to address the issue of gender disparity but in the real sense there exist no coordination, monitoring and evaluation of all such compartmentalized efforts splashed across the country. There is a need to establish a section at ILO or this be entrusted onto an ILO partner organization to be abreast of all such initiatives run by the government, private sector, civil society and donors. This section should serve as clearing house on the topic publish quarterly reports and hold annual regional and national stakeholder's conferences to afloat next year's gender disparity reduction in youth employment themes, targets and mechanisms or best practices. The functioning of this section will be instrumental to multiple concerns. For example, its reports and conferences be made functional to address and provide action plan for youth and regional development thrusts, real dividends of gender disparity reduction, youth conducive ergonomics, women

at decision making, self employment etc.

16. The NIP working strategy be developed by inviting private entities of repute to work in close liaison with the NIP. One such viable mode could be to provide them the interns of their choice to whom the stipend for one year will be given by the NIP while later on they be absorbed as regular staff over there.
17. There exists no culture of quality crèches/daycare centers for the babies/children of working youth. Resultantly the responsibility falls on women and this proves the major hiccup on the way to their employment. The most visibly requiring places like civil secretariat, academic institutions, and industrial estates have no such facilities at large. At instances the matter had been taken up by the public sector entities but could not succeed because of solo action rather to be well coordinated and jointly sponsored/managed by more than one organization. This has been observed lacking among the INGOs and donors agencies where they have their field offices in close vicinity as in Mansehra, Quetta, Islamabad to quote a few. Where applicable the government should manage or sponsor and provide facilities to private sector or NGO in shape of allotment of land and provision of utilities on subsidized rates for a certain period of time till it becomes a commercial activity to its zenith.
18. The sense of nationalism is fundamental in the country that would stand as binding force to repel the separatist tendencies. For that matter the youth aspirations need direction in the right way. They must aspire for their contribution to society at large instead having strong pursuits for income at the early stage of their career. The role of media in rising expectations, non compliance of system at institutional levels, vision mission less curricula, mal governance and social insecurity, have negatively contributed to broader visioning of youth congruent to national aspiration rather personal gains of wealth. The efforts to strengthen national culture at ideational and operative level are vital for the youth grooming. This may well be packaged through inclusion of cultural values at all levels of curricula for which the federal/provincial governments, and civil society organizations hold conferences first at provincial and then at national level to identify the cultural/sub-cultural traits and then formulate the strategy involving all the stakeholders for implementation through all the players involved.

Lack of youth mobility after completing their education, particularly for women, for employment or skill development restrict their chances to avail such opportunities. The urban/semi urban centers and industrial estates should have reputed working women hostels initially be sponsored by the government, donors and employers later be owned and managed by the donor partners of repute and experience in this regard with all the stakeholders and opinion leaders on its board. A centralized body be made responsible to conduct performance audit inclusive of social audit that should ascertain good reputation of these hostels where parents and community pose confidence. This initiative will address the reservations of parents who mistrust the living places for their young daughters/sisters in other towns required for their employment. Sustainability plan of these hostels encompassing socio-economic standards be set in at 3rd year of its operations. The centralized body should have the alternate plans ready to run the hostel successfully in case the entrusted organization fails to progress in the right direction.



ANNEXURE



International
Labour
Organization

Respondent's NIC/Contact No _____

Dear Respondent,

We are currently conducting a survey for the research study on Gender Disparities in Youth Employment Programmes on behalf of International Labour Organization (ILO). We would appreciate if you spare some of your precious time to complete this questionnaire and provide your candid information. ALL the information collected will be analysed on group basis, ensuring that responses provided will be kept strictly confidential.

The questionnaire is designed to ascertain your views on multiple aspects of the above stated study to check the magnitude and relationship of variables, therefore, eschewing the connotations of right or wrong answers. Hence respond to all questions requested please.

Thanking you for assistance and knowledge sharing.

1. Name: _____

2. Age: _____

3. Education: _____

4. Job related aspirations:

4.1 Income

4.2 Status / recognition

4.3 Standard of living

4.4 Professional development

4.5 Self development

4.6 Contribution to humanity

4.7 contribution to community /society /country

5. Are you employed ?

Yes No

6. If yes, what is the nature of your organization?

6.1 Self-employed 6.2 Government 6.3 Semi-government

6.4 Private

7. If No, What is the reason?

7.1 Lack of opportunities

7.2 Lack of appropriate education

7.3 Lack of required skill

7.4 Lack of experience

7.5 Responsibilities at home

7.6 Cultural values / local values

7.7 Any OTHER

8. Nature of employment

8.1 Daily wages 8.2 Temporary /contractual 8.3 Permanent

9. Total number of employees in your organization

10. How many of them are

10.1 Men 10.2 Women

11. Sector of Employment

Industry Education Health Transport/ communication

Agriculture Bank/ finance / business Security Any other

12. Is your working environment supportive, in terms of?

12.1 Transport facilities 12.2 Medical facilities 12.3 Dining facilities

12.4 Supervisory support 12.5 Toilet facilities 12.6 Administrative support

12.7 Proper working conditions (illumination, ventilation, heating & cooling)

13. On the basis above, how do you rate the overall environment?

13.1 Very much supportive 13.2 Supportive 13.3 Not supportive

13.4 Not at all supportive

14. Is your work compatible to your education?

14.1 Yes 14.2 No

15. If No, then how much is the incompatibility?

15.1 High level of incompatibility 15.2 Average level of incompatibility

15.3 Low Level of incompatibility

16. Did you have specific choices of education?

17. Does your job require prior experience?

18. If yes, then required experience is:

18.1 One year 18.2 two-three year 18.3 four are more years

19. Does your job require specific prior skill(s)?

Yes No

20. Are you aware of any training to develop the required skill?

Yes No

21. Have you attended any skill development program?

21.1 Yes 21.2 No

If Yes, Why

21.1.1 Accessibility 21.1.2 Affordability 21.1.3 Compatibility

22. If No, then it's due to:

22.1 Inaccessibility 22.2 Un-affordability 22.3 Irrelevancy

22.4 Any other

23. Does your job require you to work on irregular shifts?

Yes No

24. Your supervisor is

Male Female

25. Does your job positively contribute to the overall objectives of the organization?

Yes No

26. Do you have any information about Youth Employment Programmes (YEP) in Pakistan?

Yes No

27. If yes, then what is the level of this information? 27.1 A little information
- 27.2 An average information 27.3 A complete information
28. What are the sources of information regarding YEP?
- 28.1 Newspaper 28.2 Television 28.3 Radio 28.4 Internet
- 28.5 Friends /relatives 28.6 Any Other
29. Have you ever availed a Youth Employment Programme (s)?
- Yes No
30. Do you think that the Youth Employment Programme (s) are / is discriminatory against women? Yes No
31. If yes, please specify the discrimination
32. What are the precise areas of sensitivity of Youth Employment Programmes towards the specific needs of men & women?
- 32.1 Accessibility (Information and Opportunity) 32.2 Workplace location
- 32.3 Workplace Environment 32.4 Remuneration 32.5 skill
- 32.6 Experience 32.7 Education 32.8 Lack of trust in these programmes
- 32.9 Gender insensitive (sexual harassment)
- 32.10 On the part of programme supervisors ,
- a. Humiliating attitude b. Discouraging attitude
- c. Un-facilitating attitude 32.11 Any other
33. ILO aims to improve the Youth Employment Programmes for women and men in Pakistan. Please provide your specific suggestion (s) in this regard
34. What specific feature (s) you want to see in the future youth Employment Programmes?
- 1.
 - 2.
 - 3.
 - 4.
 - 5.

35. Did availing a Youth Employment Programmes help you in securing an aspired employment?

Yes

No

36. If you are employed , do you think you are decently and productively employed?

Yes

No

37. If you have not been able to achieve your job-related aspirations, what are the reasons?

37.1 Lack of opportunities

37.2 Lack of resources

37.3 Incompatibility of education

37.4 Lack of grooming & counseling

37.5 Nepotism/favouritism

37.6 Corruption/ bribery

37.7 Any Other

Thank you for completing the questionnaire.

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