

Women in Agriculture – Lack of Access to Resources (An Analytical Study of District Faisalabad, Punjab, Pakistan)

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Abstract

The decent work deficit for women in agriculture sector is especially pronounced. One responsible factor is the traditional gender regime which is denying women access to resources almost in every field of life not particularly in the agricultural field. This research paper tries to identify the barriers which hinder the access of women to resources, analyses their impact and explores strategies for overcoming these barriers. Global ratio of women working in agriculture sector is around 43 % which approaches to 70 % in the developing countries, and 80 % in food deficient countries. In the agriculture sector, women in Pakistan are working in cotton, vegetable, maize, tunnel farming, and livestock sub-sectors etc. Women's contribution varies but provides crucial labor in various activities ranging from planting to harvesting and post-harvest operations. Unfortunately, women work in agriculture is in fact not only taken for granted but also badly ignored due to social, traditional and cultural factors. Their "say" also remains unnoticed while making policies and strategies for agriculture. There is a great need of the support of government to understand the risks and dangers women face while working in the farming sector. It is necessary to include them as agriculture farmers in policies and strategies if improvement is required in the agriculture sector. There is a need to support their enhanced role in decision making, marketing, and management and training programs for their skill enhancement. If effectively engaged and acknowledged, women labor force can be a game changer for the agriculture sector of Pakistan.

Keywords - Access, Agriculture, Resources, Women, Livelihood, Labor Policy, Decent Work

I. INTRODUCTION

Pakistan has its major labor force engaged in agriculture where gender aspect cannot be neglected, as nearly half of this force comprises upon women. Women have proved themselves a part and parcel of this field, where they not only take part in the growing,

harvesting, and the post-harvesting process of the crops but taking care of the livestock they have also. They are along with other activities also effectively taking care of the household. Despite of this tiring hard work, they are not recognized and appreciated, instead, are even most often deprived, of their basic human and labor rights especially in the rural of Pakistan. They are not equally treated as the male labor force of the field while they work many times harder than them. They have not the required and, in better words, reserved approach to the resources. Discriminated access to decent work is not only based on gender but also education, ethnicity and age are the other factors for this. Absences of land reforms and land tenure systems and unavailability of social justice also create problems (Govt. of Pakistan, 2012)^[1].

II. DECENT WORK DEFICIT AMONG RURAL WOMEN OF PAKISTAN

Decent work means securing the human dignity. It refers to the maintenance of balance between work and family life, getting rid of child labor, recognition of women's work, listening to their voices, enabling them making decisions, and equality at work. An important element of decent work is occupational health and safety for the workers, which is mostly absent in agriculture sector especially for female workers. Wages and rights of the Labor are other important components of decent work which are discriminated in this sector again for women where they have almost no rights, no policy, no say etc. On overall basis, decent work means exercising rules, regulations, traditions and norms according to ethics and Labor laws. Pakistan's national GDP depends on agriculture largely, and obviously the role of women is crucial in this field (Agriculture). Literature reveals various aspects of their issues in different ways, to mention, landowners pay their wages often in kind, not in cash. In some rural places there is still feudal system and women laborer are absolutely dependent on the attitude of their owners. Most of the time, in case of pregnancy or some sort of physical damage, the employers in lieu of providing aid and help the labor, just fire them off the work until they

are healed and are able to work again. This discriminatory phenomenon causes working of the labor in severe health conditions, where they are supposed to get rest and medication, and rest allowances as per human rights charter.

On the other hand, gender-based data is either not available in agriculture sector, or it is not sufficient. Lack of awareness is the reason of not claiming their rights. It is almost impossible to get this class engaged for any sort of social development or capacity building.

III. GENDER TRADITIONS

According to gender the critical factor is women agricultural workers are forced to be in the informal sector, known as unpaid family workers, suffering from multiple types of exploitation, discriminations and oppressions. As per International Classification by Status in Employment (ICSE) definition, a laborer who works without pay in any economic enterprise operated by a related person living in the same household, is the unpaid family worker. Federal Bureau of Statistics, Government of Pakistan has published the Pakistan Standard Classification of Occupations (PSCO)* 2015 which conforms to ICSE standards. In short this has further cemented the patriarchal and feudal norms, where women labor contributions to earning and production are contemptuously dismissed that leads them suffering from absolute negligence.

IV. SITUATION OF WOMEN ACCESS TO PRODUCTIVE RESOURCES

Access to resources, opportunities, services and rights are vitally important for economic growth of any country. But social, political, and economic constraints hamper the access of marginalized and deprived to market and business that challenge their ability to improve livelihood. Economic growth always depends on social upgrading, for which gender should be addressed efficiently as it is a cross cutting issue, for decent work agenda not dealt as isolated component. However, for progress on indicators and other data measurement purposes segregated data on basis of sex must be available for deeply analyzing the situation of women. For social upgrading; social justice is compulsory for which legal frameworks and customary laws should reflect “what about the women?” to ensure their access and control over resources.

Women's right to land is a vital part for social status, economic well-beings, and empowerment (FAO, 2002)^[2]. Women's rights and culture on earth has become a difficult subject in most parts of the world.

Women power to use land resources becomes increasingly important for food security and socio-cultural uplift. Women have poor access to land, water, fertilizer, machinery and seeds. They have also very limited access to credit; due to rapid growth of population there is much pressure on land and also on women. Low literacy is the reason for their limited acquisition of training and extension facilities (Burke and Harwood, 2009; Ram and Singh, 1988). With the passage of time land rights has been eroded to women in many parts of the world. However, the main concern is the provision of heritage rights (Abdullah, 2000).

Family well-being depends on the availability of resources, which are keys to the rural livelihood and its sustainability. Gender discriminated access to resources is an important socioeconomic challenge for the present; we can find its roots in patriarchal entitlements and social values of the society. This becomes a hindrance in enhancing the role of women in agriculture and in this way nearly a half of population that has a lot of contribution in agriculture fails to get economic and social benefits from their work effectively. Inequitable access to resources also creates hurdles in productivity enhancement. It is difficult to ignore the greater contribution of women in agriculture, but it is under

mined by taking them not as farmer, what again denies their right to productive resources necessary for agricultural operations.

V. BARRIERS TO RESOURCES ACCESS

Boserup discussed about the female tasks in agriculture sector and said they had been aiding monopoly of their male labor partners over emerging technology and cash crops, and in the development of women's customary functions in agriculture, resulting downfall of female farming systems. Men got hold of modern agriculture and women were left with old style subsistent agriculture, relatively women lost income, status and power due to this difference. Their important contributions in production became invisible (Rizavi & Miller, 1995)^[3].

Different research studies have proven that division of Labor and gender relations depend on socioeconomic status, cultural norms, degree of mechanization, market orientation (subsistence and commercialized), and availability of male labor. Rural planners need to think about how to face the challenges of globalization and indirect effects of social factors on economic processes. Agricultural growth demands expensive infrastructure, which is not easy to afford for farmers from developing countries. If women cultivate the food crops contributing in ensuring food security of their countries but seldom they are able to get fair returns from their ventures. There are also many other obstacles for them for participation in development process, hence they

are not able to drive any benefits from such experiences. If women are brought into the productive sphere, there would be a need of their inclusion in marketing also. Then they will be able to improve their status and will be able to make positive contribution in the development. That's why she is weak in taking decisions. Under existing circumstances, it is a major challenge for the policy makers to enhance access of such female workers to reliable and meaningful resources. It is well agreed fact that if they get proper access to resources, many of their issues will be resolved and they will be better off in handling their and their family affairs (Aslam et al., 2012).

Women access to formal financial services that can be idealized through the fact that globally only 47 percent of women have an individual or joint account at a formal financial institution compared to 55 percent of men (UNSD, 2015) that projects a major barrier for women.

VI. DISCRIMINATED ACCESS HAD IMPACT ON AGRICULTURE AND WOMEN

Lack of access to resources had great impact on the lives of women that is a challenge for their economic, social, and status upgrading and empowerment. It is also a big hurdle in agricultural development when the half of farming community is not counted as farmers as discussed above. That is hampering the agricultural productivity. With round the clock contribution of women to agricultural production, they suffer from absolute negligence not only at home but also from their employers and state.

Women's rights are recognized at different forums, importantly, The Convention on the Elimination of All Forms of Discrimination against Women (1979), as equal access to financial and other services i.e. extension and education, trainings, marketing facilities, equal treatment in agrarian reforms. This highlights the fact that gender redistributive politics are as conflict-laden as any other redistributive issue. So, it was abandoned through into the main policy documents of that time. International Labor Organization (ILO), in their country reports also emphasize on land reform in developing countries between households rather than within them, thereby failing to consider the intra-household production relations and the property ownership (Palmer, 1977).

As globally, women are largely involved in agricultural labor. But lack of ownership of assets (land, livestock, human capitals), and have limited access to inputs (seeds, fertilizers, labor, finance) and services (training, insurance, etc.) as compared to male workers. This is a complicated phenomenon, equal access to resources does not ensure equalized benefits for female farm workers. They need to be trained, they need child care and backing to ease their double work burden as

farmers and caregivers. The right to resources could help rural women getting better economic advantages, increased productivity, and improved food security, education and healthcare.

Historical deprivation of female farm workers socially, legally, politically and technologically exacerbates their positions and they are dependent as a production entity for keeping and raising of children. Women's access to productive resources tends to be connected with people or by family or marriage. Moreover, economic growth and other public institutions are gender prejudiced and frequently pay no attention to the needs of women (Ahmad, 2001)^[5].

In third world countries women contribution in agriculture production is more than as compare to the rest of world. The statistics that show women contribution in agriculture always undermine women share because these figures exclude the part time job, Seasonal Labor and that women are giving at domestic level. But women are always treated as a reflatory power and engine of change for rural economic growth process and food security uplift (Akbar, 1997)^[4]. In rural areas women and men, their livelihood strategies, roles are changing over times and influence by policies, organizational structure, rules, regulation and gender relation within household. Women status in agriculture off-farm, and their working level shows a discrepancy from country to country (FAO, 2011)^[6].

In order to empower, women must have access and right to hold and use of productive resources and this is a principle way of accomplishing task. In sub-Sahara Africa, women contribution in agriculture production is tremendous. Therefore, women facilitation in land and water provision is necessary to keep the vehicle running (IFAD 2007^[7]; Peter 2006^[8]; Rahman 2000)^[9]. Many international conferences in recent years on rural female farm workers' equivalent approach and control over land and property were held. Discrimination against women, the United Nations linked to the change in the MDG-3 was one of the seven strategic priorities. The two traditional gender roles and strategies essential to change the mindsets of severe economic, cultural, family, religious and lawful definitions, causes and to lift awareness of people about the social effects of time there are (Acharya, 2003)^[10]. Pakistan is surely an agrarian land and also agriculture is the basic pillar in the economic system. Economic empowerment may be the original aspect of women progress. (Khan 2008^[11] and Suguna 2006)^[12]. It's associated with having access to savings. They will additionally refer to that economic empowerment diminished the particular vulnerability regarding females throughout crises situation (Waheed 2009)^[13], Rahman 1986)^[21]. They're usually at a severe disadvantage once it involves securing legal rights or owning land rights, accessing monetary services, receiving the type of extension services and resources

that may grow her output (Vereer, 2011)^[14]. Patriarchal societies, as most of the Asia is covered with these, do restrict the access of women to resources, owning those and utilizing. As the biggest issue lies there, land ownership, and if they have land, they are not getting the full of it (nor a considerable part, though). The landlessness has its own outcomes such as no or limited decision power, lessened education of the girls, especially of rural areas. This lack of education becomes a hurdle in awareness and adopting processes of new technologies. Even, sometimes, or more correctly, most of the times, this decision power lapse and illiteracy becomes a barrier in getting proper extension facilities. Mobility problems also play vital role in the village setting. Also, field work and household work make the working women over-burdened, resulting no time for education, skill development, and not even for protest against their exploitation.

Since their skills are not developed and they lack information and awareness, they are also ignorant of market tendencies and just work according to the orders or opinions of the men involved in. They are not familiar to the transportation of their products, so they have to trust the men at the market or the middle men, who exploit them to the last drop of their sweat.

Elimination of individual and socio-culture barriers are important while considering women ability, preparation of social and economic field for women, women participation and women involvement on all village decision making process, organization, forums and enterprising posts (Moazami and Heidari, 2005)^[15]. In Pakistan, equalizing women with men is not only an issue but it relates with economic development of the country. Land is one of the key inputs for social reproduction which when managed well improves on the human and economic development of a country. Women's reliability on land as perceived by various communities is crucial in their ability to produce food for themselves and their families (Davison, 1988)^[16].

VII. MATERIALS AND METHODS

The present study was conducted in the rural areas of district Faisalabad. There are eight towns in the district Faisalabad. The economy of Faisalabad mainly depends upon industry and agriculture sector, agriculture has 21% share in city income, that produces wheat, rice, cotton, sugarcane, maize, various fruit and vegetable, and is irrigated by lower Chenab River. In north of the city there are Chiniot and Sheikhpura districts, in the east Sheikhpura and Sahiwal districts, in the south there are Sahiwal and Toba Tek Singh districts, and in the west, Jhang district. Culturally, people live in joint family system mostly in the villages while extended family system also exists in some of the rural areas, and nuclear family system is an emerging

concept in villages. The society is patriarchal and male baby birth is celebrated with special zest and zeal.

Multistage sampling technique was utilized throughout this research study. At the first stage, one tehsil (Faisalabad Sadar) out of total six tehsils (Chak Jhumra, Faisalabad City, Faisalabad Sadar, Jaranwala, Samundri, and Tandlianwala) was randomly selected from District Faisalabad. At the second stage, three Union Councils were randomly selected from the already selected tehsil. At the third stage, one village is selected from each union council randomly. At the fourth stage, 50 respondents were selected from each village randomly by the utilization of the voter lists that was provided by the Chairperson of the union council. A total of 150 respondents were selected from the selected villages according to the population share. All respondents were females working in fields. A well-structured questionnaire keeping in view the objectives of the study was prepared and used as a data collection tool and was administered personally in the form of face to face interview. Descriptive statistics was used for analyzing the data, through SPSS. Chi-square test was applied to examine relationship between independent and dependent variables. The value of Gamma was used to show the strength and direction of the relationship between independent and dependent variables.

VIII. RESULTS AND DISCUSSION

A. Socio-economic Characteristics

The distribution of respondents' marital status, age, Education, income, family type, their total members of family, family occupation and agriculture status were presented. A large majority i.e. (72.8) percent of the respondents were married. The age distribution in the study showed that little more than a half (53.3%) of the respondents had up to 35 years of age. That is the age of maturity and normally independence in their decisions, but this maturity has no impact in case of women, sometimes.

More than one-third (38.3%) of the respondents were illiterate. Illiteracy is a common reason for unawareness of the rights and the legal moves. Monthly income from all sources most a half (49.4%) of the respondents had 15001-30000 monthly family income, which is much lower in the current scenario of inflation in the country. It means hardly fulfilling both ends meet.

A majority i.e. (60.6) percent of the respondents were living in joint family system. Less than one third i.e. (29.3) percent of respondents have 1-5 family members while a majority i.e. (70.7) percent of respondents have 6-10 family members. A large majority i.e. (72.2) percent of the respondent's family occupation is agriculture whereas 20.0 percent of the respondents have their own business and (7.3) percent are engaged

to any other work. ILO (2002)^[17] reported that rural women's Labor force participation in agriculture is 61% followed by trade 18% and industry 13%. However, women tend to engage more in the informal sector and thus are likely to experience unstable, part-time or unpaid work. About (12.7) percent of the respondents have ownership in agriculture while a large majority i.e. (76.7) percent of the respondents had employer in agriculture. (10.7) percent of the respondent engaged in other work.

The family systems have a major impact on family and paid labor, mostly living in joint families means more child and unpaid family labor where a child or other family member has to give a helping hand to the working family member. The case is both in own land and in working as another's laborer. The situation worsens in case of working as laborer, as the tenant or the owner is not ready to pay more than one person of a family as this was the duty of the whole family.

B. Access to agricultural resources

Distribution of the respondents according to their access to land, access to paid work in field, access to money, easy access to credit, access to water for irrigation and access to facilities during work. About (22.7) percent of the respondents have access on land while (57.3) percent of the respondents have no access to land. Agarwal (2003)^[18] carved out that women have very much little land registered and recognized in their name, even family owned land is handed over to men to control, even when women formally and sometimes legally own it. Biased inheritance rights often bestow land to male relatives, leaving both widows and daughters at a disadvantage. More than half i.e. (68.0) percent of the respondent have access to work in field while (32.0) percent of the respondents have no access to work in the field. About (57.3) percent of the respondent have access on money while (42.7) percent of the respondent have no access to money. About (36.7) percent of the respondents have access to resources and (63.3) percent of the respondent has no access to resources. While about one fourth (24.7) percent of the respondents have access to credit but (75.3) percent of the respondent have no access to credit. Whereas about one third (34.7) percent of the respondent has access to loan but (65.3) percent of the respondent have no access to loan. While a large majority (61.3) percent of the respondents have access to land but (38.7) percent of the respondent have no access to land. About (23) percent the respondent have easy access to credit. The (18.0) of the respondent have easy access to credit. But a huge proportion i.e. (82.0) percent of the respondents have no easy access to credit. IFAP (2005)^[19] pointed out the hurdles thwarting rural women farm workers' touch to the official finance system. First, rural women have too limited approach to information concerning official saving loans

institutions. Second, rural women are often considered as being insolvent because they are subsistence farmers and are seen as a high-risk population for finance institutions. Third, bank and financial institutions hesitate to grant loans to women, as they are usually small loans do not provide good enough returns for the banks. Fourth are heavy institutional constraints such as administrative procedures and necessity for guarantees; fifth, and perhaps the most difficult of obstacles to be cleared are those of a socio- culture nature. Difficulties in accessing loans encountered by rural women reduced the scope of their initiatives; block their economics and social development, with the result that they are in a state of dependency and insecurity. About (21.1) percent of the respondents had 'to a great extent' facility of safe drinking water during work, while (23.9) percent of them had 'to some extent' facility of safe drinking water, whereas (55.0) percent of them never having safe drinking water facility during work. Only (12.8) percent of the respondents had 'to a great extent' medical facility at work place, while (20.6) percent of them had 'to some extent' medical faculty, whereas (66.7) percent of them never having medical facility at work place. Only (3.9) percent of the respondents had 'to a great extent' other facilities at work place, while (7.2) percent of them had 'to some extent' other facilities, whereas (88.9) percent of them never having other facilities at work place. ILO (2009)^[20] concluded that women access to productive resources and finance is important for women empowerment at household level ensuring food security and social uplift in the villages. Equal access to use and control over resources could reduce poverty from 12 to 17 percent in order to achieve the first MDG of reducing extreme poverty from the world. Evers and Walters (2000)^[21] Women's improved access to, and benefit from both local and export markets, financial services that target women must be linked to a wider policy framework that ensures access to rural women's financial services and contributes to the development and expansion of markets and value chains. Almaz (2007)^[22] said that productive resources like water land provide security to rural women for livelihood strategy. It is widely recognized that in spite of women relation with natural environment. They are forced to remain outside the decision-making process. For insurance water is major natural which affect the women lives but women voices are not heard in local water management communities. Researcher revealed that local communities, especially women have indigenous knowledge, attitude and practices to manage natural resources they use.

Barriers in access

A majority (61.1%) of the respondents faced non-availability of basic facilities at work place 'to a great extent' and (33.3) percent of them faced non-availability 'to some extent', whereas (5.6) percent

of them never faced this difficulty at work place. A great majority (72.2%) of the respondents not equally paid as male ‘to a great extent’ and (15.6) percent of them ‘to some extent’, whereas (12.2) percent of them never faced this difficulty at work place. More than a half (57.8%) of the respondents faced damage caused by poison insects, ‘to a great extent’ and (22.2) percent of them faced ‘to some extent’ whereas (20.0) percent of them never faced this difficulty at work place. A majority (66.7%) of the respondents faced non-availability of children care at work place ‘to a great extent’ and (18.3) percent of them faced ‘to some extent’, whereas (15.0) percent of them never faced this difficulty at work place. About (18.9) percent of the respondents faced more Labor, while (24.4) percent of them faced more Labor, whereas (7.8) percent of them never faced more Labor. About (8.9) percent of the respondents faced salary deduction, while (26.1) percent of them faced salary deduction and (16.1) percent of them never faced salary deduction. About (17.2) percent of the respondents faced personal abuse, while (21.1) percent of them faced personal abuse and (12.8) percent of them never faced personal abuse. About (12.2) percent of the respondents faced harassment, while (18.9) percent of them faced exploitation and (20.0) percent of them never faced more harassment. Only (6.1) percent of the respondents faced any other exploitation. About (51.7%) and (35.0%) of the respondents had non-availability of irrigation system. About (44%) and (38.9%) of the respondents had non-availability of new technology. About (31.1%) and (47.8%) of the respondents had difficulty of non-availability of proper place for animals. About (46.1%) and (13.3%) of the respondents had difficulty in child care during work and respectively. About a half (50.0%) and (23.3%) of the respondents had difficulty in access market and respectively. About one-fourth (26.1%) and (35.0%) of the respondents had difficulty in accessing expensive animals’ food items. So, majority of the respondents faced non-availability irrigation system, difficulties to access market and take care children during work. Tsikata (2004)^[23] reported that woman and men, and

the lack of direct access and control of land, property rights and to restrict women's productive role in family and community might have misplaced their power and influence. World Bank (2007)^[24] reported that equal provision of productive resources, inheritance and ownership of land and other assets are admitted as principle ingredients for women socially and economically uplift. Women in South Asia has the inevitable chore of taking on multiple poverty and social discrimination and violence challenges - all within the context of South Asia is very patriarchal. The above results conform to that statement and one can easily imagine the situation prevailing there in the villages.

C. Ownership of Assets:

A great majority (75.0%) of the respondents reported that their male members were owner of their agriculture assets, while (17.2) percent of them told that their female members were owner of their agriculture assets, whereas (7.8) percent of them never having agriculture assets. About (21.1) percent of the respondents were having ownership of agriculture and livestock assets, whereas a majority (78.9%) of them never having ownership of agriculture and livestock assets. About one-third (33.3%) of the respondents reported that societal pressure is behind which deprived them in their ownership on assets, while a major proportion (42.2%) of the respondents told that male preference is behind which deprived them in their ownership on assets and (3.3) percent of them told that any other reasons behind which deprived them in their ownership on assets. IFAD (2008)^[25] Women lack the assets and income necessary to exit poverty and are subject to gender-based vulnerability, including: fewer benefits and protection under customary or statutory legal system than men; lack of decision-making authority and control of financial resources; and greater time burdens, social isolation, and threats or acts of violence. When women are empowered, and gender inequalities are addressed, development interventions are more effective.

Education and Women’s Access over Resources

Education of the respondents	Access to resources		Total
	Yes	No	
Illiterate	47	22	69
	68.1%	31.9%	100.0%
Primary	43	8	51
	84.3%	15.7%	100.0%
Middle	21	5	26
	80.8%	19.2%	100.0%
Matric and above	29	5	34

	73.5%	26.5%	100.0%
Total	140	40	180
	77.8%	22.2%	100.0%

Chi-square = 7.85, d.f. = 3, P-value = .051*, Gamma = .207

Table shows Chi-square value (7.85) shows a significant (P=.051) association between education of the respondents and access to productive resources. Gamma value shows a positive relationship between the variables. It is clear from the Gamma statistics that educated women had more access as compared to illiterate respondents. So, the hypothesis “educated women have better access” is accepted.

Family structure and women access to resources

Family type	Women better access to resources		Total
	Yes	No	
Nuclear	66	5	71
	93.0%	7.0%	100.0%
Joint	74	35	109
	67.9%	32.1%	100.0%
Total	140	40	180
	77.8%	22.2%	100.0%

Chi-square = 15.63, d.f. = 1, P-value = .000, Gamma = -.724

Chi-square value (15.63) shows a highly significant (P=.000) association between family type of the respondents and better access to resources. Gamma value shows a negative relationship between the variables. It means nuclear families’ women had better access as compared to joint families’ women. So, the hypothesis “Family structure of the women will be influencing on their access to resources” is accepted.

Economic status and access to resources

Economic status	Women Access to resources		Total
	Yes	No	
Up to 15000	48	24	72
	66.7%	33.3%	100.0%
15001-30000	77	12	89
	86.5%	13.5%	100.0%
Above 30000	15	4	19
	78.9%	21.1%	100.0%
Total	140	40	180
	77.8%	22.2%	100.0%

Chi-square = 9.09, d.f. = 2, P-value = .011, Gamma = .379

Chi-square value (9.09) shows a significant (P=.011) association between income of the respondents and women access to resources. Gamma value shows a positive relationship between the variables. It means high income (15001-30000 & above 30000) had better access to resources as compared to low income (up to Rs. 15000). So, the hypothesis “Economic status of the women will be influencing on their access to resources” is accepted.

Women’s participation in agriculture and their access to resources

Women participation in agriculture	Women access to resources		Total
	Yes	No	
Low	23	12	35
	65.7%	34.3%	100.0%
Medium	68	16	84
	81.0%	19.0%	100.0%
High	37	2	39

	94.9%	5.1%	100.0%
Total	128	30	158
	81.0%	19.0%	100.0%

Chi-square = 10.19, d.f. = 2, P-value = .006, Gamma = .542

Chi-square value (10.19) shows a highly-significant (P=.006) association between respondents' participation in agriculture and their access to resources. Gamma value shows a positive relationship between

IX. CONCLUSION -STRATEGIES FOR OVERCOMING / SOCIAL UPGRADING.

The agriculture in Pakistan is heavily dependent upon women farmers. They undertake the majority of farm and off-farm tasks. But they are deprived of and kept off their rights and there is no decent work seen in the conditions they work and consistently keep working, no matter how the circumstances are. Unfortunately, the patriarchy system, with its some wrong beliefs, has subordinated women in community, society and at national level. Research concluded that women are not aware of their rights, so, unlike industrial labor, they are not organized as they have no unions or the forums to raise their voices. All this is the result of no or a little access over health, general education, technical and vocational education, and awareness of their human and labor rights among rural farm women.

There is a need to make sure the access of rural women basically to their education right. For this purpose, effective and monitored policies are required by the government and the institutes working for farm communities. The education will work as light for them to carve their path towards their basic rights and better

the variables. Which shows if the respondents had more participation in agriculture then they had better access as compared to those respondents who had low level participation. So, the hypothesis is accepted.

occupational conditions and access over resources and technology and its utilization by themselves. Along with, it should be made sure that the access to land, land ownership, is fully under the control of the same woman in whose name it is registered. The distribution of family land, according to Islamic Shariah, should be made sure as Islam ensures the right of women over land holding and its utilization.

There is a dire need of their inclusion in statistics and data. Segregated data on basis of gender have primary importance for strategies and policy frameworks. Legal protection is another important element, minimum level of wages must be implemented for agricultural Labour's especially for the women. Acknowledgement of their economic contributions is necessary for their social and economic upgrading. They need the safe guards against occupational health and safety hazards and social protection. Skill development education, proper nutrition and rest and recreation is also required for the agricultural Labor women. Equitable land and assets distribution should take place in the agrarian economies. There is need to listen their voices and strengthen them with the opportunities of participation in organization and platforms organized for Labor rights.

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