IMPEDIMENTS IN WOMEN EMPOWERMENT IN GILGIT-BALTISTAN

By

Mahnoor Baig

DEPARTMENT OF SOCIOLOGY,

QUAID-I-AAM UNIVERSITY, ISLAMABAD, PAKISTAN

2020

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"This Thesis is submitted to the Department of Sociology, Quaid-i-Azam University, Islamabad, Pakistan for the Partial Fulfillment of the Degree of Master of Science in Sociology"

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2020

ACKNOWLEDGEMENT

Abstract

The current research examines the Impediments in Women Empowerment in Gilgit-Baltistan. Despite higher education among females, still, a large number of women are facing numerous impediments, which are a hindrance in their self-empowerment in Gilgit-Baltistan. The objective of the study was to know the impediments in women's empowerment in Gilgit-Baltistan. The Intersectional Theory was applied, which stated that women in society face a variety of impediments based on their race, gender, sex, geographical location, socio-demographic background, and educational level. The quantitative research approach was selected, and the universe was the District Gilgit, which is the capital city of Gilgit-Baltistan. The close-ended structured questionnaires were designed and interviewed women from the different locations/clusters of Gilgit, both rural and urban regions which were divided before the MICS-2017 by Gilgit-Baltistan Govt. Whereas, respondents were selected through a simple random sampling from the different selected clusters. The data were analyzed through the Statistical Package for Social Sciences (SPSS) version 22. Both descriptive statistics, i.e. percentages and frequencies and inferential statistics which is a bivariate correlation. The findings of the study showed the women in District Gilgit have access to modern education, healthcare and their involvement in the domestic level decisions makings. Despite higher education and domestic empowerment, women are still facing numerous issues, such as harassments at university, workplaces, and markets. Moreover, women have a lack of political participation and decision-making process at the societal level. There is not any separate educational institute for women which provides higher education. Furthermore, women have no separate court, where they can solve their problems and issues. Also, women are facing economic pressures, where the unemployment rate is also higher among females. Additionally, women have identified that the religion, male dominant society, male dominancy in politics, conservative social structure, lack of inheritance rights, the early marriages and violence against women are the major impediments in women' empowerment in the Gilgit-Baltistan. The results of the inferential statistics also stated that there is a correlation between the domestic level impediments with the social level impediments and both have a statistically strong correlation with the household level empowerment and social level empowerment in District Gilgit. The research concluded with some recommendations, such as to establish separate educational institutions for women, there must be a separate court for women, gives them inheritances right, ensured their political participation. Moreover, gives them some special quota in jobs and politics. Furthermore, discourage the early marriages, promote NGOs, and encouraged to work in the region and Govt need to enhance and invest on the women related development projects, which ensure the women's empowerment in the region of Gilgit-Baltistan.

Keywords: *Women's Empowerment, Impediment, Gilgit-Baltistan, SPSS, NGOs. Govt, Development Projects.*

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Chapter No.1

INTRODUCTION

1.1. Background of the Study

Pakistan is located in South of Asia, home of approximately 206 million people according to the 2017 census, where half of the total population has consisted of women. Demographically, Pakistan is a patriarchal society with a mixture of religious cultural factors, which hindrance women are social, political, and economical wellbeing's. The overall status of women is comparatively low in Pakistan, wherein all segment of life, women are ignored by the male dominant society. Traditionally, women status is measured through different indicators, such as access to education, employment status, healthcare's, involvement in decision making and political participation. The status of women in Pakistan is relatively inferior to that of males in society.

Many studies Ali, Javeed and Akhtar (2012), Dost et al. (2011) and Murtaz. (2012) showed that, Pakistani women participation is limited in economic activities, do not have access to quality education, lack of political participation, less involvement in social activities. More than 49% of women are illiterate, which showed that women in Pakistan are in the state of deprived and less participation in the development of the country. In Pakistan, women are still living under the deprived way, where an average 1000 women are being killed by father, brother, or husband in the name of honor. Moreover, Pakistan is ranked 183 out of 184 countries in the gender development gap. Furthermore, women have less than 5% of direct political participation in the country.

1.2. Ideology of Status of Women's in Pakistan

The Father of Nation, Muhammad Ali Jinnah has an ideology regarding the status of women in Pakistan. According to the Jinnah "no nation can be rise to the height of its glory unless their women are side by side with them. It is a crime against humanity that, our women are forced to live inside four walls as like prisoners. There is not any sanction anywhere for the deplorable conditions in which our women have to live". But nowadays, in Pakistan, everything is going against the ideology of the founder of Pakistan. Where in Pakistan, women are in a disadvantaged way and men deprived women's basic human rights (Dost et al. 2011).

Moreover, the Basheeran Bibi, who was the female victim of the violence, she has stated that "Pakistan was made only for the powerful and for the men only. It was not made for weak and poor women like me. What are we worth and what is our status here? Nothing at all" (Ashfaq 2013). This statement showed that women are living under the bondage of old and traditional customs, norms, and social culture which not allowed women to work independently in Pakistan (Bhattacharya 2014:179).

1.3. Women Status in Pakistan

As mentioned that, the Pakistani society is not different from other societies, where parochial and male gripped society, where male rarely has given chances to the women, who are almost half of the population to flourish and work for their interest

and rights. In Pakistan, the status of women is below the line, where an average 1000 honor killings are being reported annually, and no actions against the criminals of these killings (Aurat Foundation 2011). Therefore, women are not allowed to fight for their rights and stand up against the injustice of society.

Few feminist, political backgrounds, and influential women, who are even less than 5% are empowered to work in public spheres. Very few women, like Benazir Bhutto, she was the first women Prime Minister of Pakistan, and other figures, like Sherry Rahman, Fehmida Mirza, Hina Rabbani Khar, Maryan Nawaz who are the voice of women in Pakistan. On the other side, numerous cases, and incidences, like Mukhtaran Bibi, Tehmina Durrani, Malala Yousafzai and Zanaib who were deprived by the male dominant society and treat them even worse than animals. For example, the Malala Yousafzi has stood for female child education and basic right, but the influential segment or factors (Religious and cultural) of society has attacked her and tried to kill her and stop her voice (Ashfaq 2013, Adeel 2010, and Rahman 2013).

Moreover, women in Pakistan faced numerous violence's and suffered by the hands of violent perpetrators mostly due to social, political, and economic reasons. Women in Pakistan are not openly working at all the workplaces and markets. Women harassment is high at workplaces, especially public offices, and educational institutions. Furthermore, women are not completely independent and are emancipated to work and enjoy their lifestyle. Furthermore, the structure violence is

also high in Pakistan, which restrains women from the meeting of their basic needs and rights (Taj, Majid, Mirza and Abbsa 2004 and Khan, Sajid 2011). The structure violence against women has been taken the form of a global epidemic, which has been taken its peals on the physical, emotional, sexual, social, and economic life of the female (Sinha et al. 2017).

The status of women can be measured through the basic four features in any society, especially in Pakistan. The four measures or indicators are the level of education, employment status, political participation either direct or indirect and women's access to the basic healthcare facility. Moreover, women autonomy and independence in decision making are also features of women's status (Nigar Malak 2012 and Khan et al. 2012). Education is an important aspect of human life and the crucial benchmark to procedures to the progress and development of women and nation. The constitution of Pakistan has also contended that the state would provide free and compulsory education to its all children between the age of 5 to 16 years old, such manner, which the law has defined and proposed (Augusto and Saadia 2005).

Similarly, the employment status is another means to measure the status of women, wherein Pakistan, women are living in a traditional male-controlled society, which hindered the women economic and social contributions. The society considered women role limited to only the domestic work and take care of family and household affairs. Furthermore, the political participation of women is also a feature

of the status of women. Women political participation can enhance the women status in the society where women political participation directly through contesting of elections and indirect, like caste vote, involved in political campaign etc. In addition, access to basic health care is another important indicator, which identified the women status in social settings. Whereas, in Pakistan, the status of women health care is poorest in the whole region of Asia (NOREF 2013). In Pakistan due to political and bureaucratic inefficiency, the health and education sectors is completely neglected and deprived. Recent statistics showed that maternal mortality stands at 260 deaths by 100000 live births.

1.4. Impediments in Women's Empowerment

Women in Pakistan have been suffering in the hands of numerous violent culprits, primarily due to the social and political motives or caused. The World Economic Forum's Global Gender Gap Report published in the year 2012, which stated that Pakistan is in the rank of 134th out of 135 countries (World Economic Forum 2012:9). Moreover, the report has also declared that Pakistan is among the poorest and worst places for women in the world, especially in South Asia.

Similarly, another report published by the United Nations Development Program (UNDP), which ranked Pakistan at 123rd out of 148 countries in the year 2012 for the Gender Inequality Index (GII) which is worsening in South Asia (UNDP 2013). Furthermore, the depressed female education rate is one of the chief reasons for women's all-progression of deficiency and the state of complete violence as

knowledgeable and experienced by them. It also involves low involvement in political grounds, economic and social activities. These reasons do not allow women to struggle for their rights and independence (Mir 2012, Khalid Kazi 2012, Memon 2010).

Moreover, the inferior or worsen condition has led to the social and economic dependency of women, which in turn guarantees the male dominance in the society (Kazmi, 2005:94). The accessibility of educational services, as well as their specification, is far away from excellence. On one hand, the learning organization is inadequate for female, while the social behavior and experiences are not always in favor of female education and their learning process. The state of poverty makes another excuse or cause for the low acceptance and high failure or dropout rate, particularly amongst the poor socio-economic background female students and their family (Sheikh, 2009).

1.5. State of Women's Empowerment in Gilgit-Baltistan

The present research deals with the impediments in women's empowerment: A case study of female's resistance. In the current research, the perspective was taken from the women of Gilgit-Baltistan about the major impediments of women's empowerment. Although, in Gilgit-Baltistan not every woman is empowered and well educated. Only women at Hunza, Ghizer and Gilgit main city are educated and empowered. Rest of seven districts where literacy rate is very less, and women are still doing the traditional level jobs like take care of household affairs and families.

Moreover, women participation in civil services is very less and when it comes to politics, in the history of Gilgit-Baltistan no women has contested election process and become a member of the Gilgit-Baltistan Legislative Assembly (GBLA). This showed that women involvement in politics is very less and less participation in civil services. In the history of Gilgit Baltistan, education rate was very low but presently some NGOs and a Govt have put their efforts to enhance the women's education in Gilgit-Baltistan (Oxfam 2013).

During the year 1981, the literacy rate among female in Gilgit-Baltistan was only 3% and in 1994, the enrollment rate of girls was around 29% as compared to the 60% for boys in the region (Karim, 2016). Moreover, the 1998 census, showed, the literacy rate was just 37.85% (for male 52.62% and for female 21.65%). Female literacy rates in Baltistan division were reported to only 13% where women ration was less than 5%. However, Mir (2010) argued that some areas of Gilgit-Baltistan, where NGOs are active is approximate, 85% of children's enrollment in schools. The high enrollment rates in GB are due to the efforts of the Aga Khan Development Network (AKDN) and other interconnected nongovernmental organizations (Memon 1999).

Furthermore, Adam (2002) founded that, the private sector contributes around 90% of the total physical infrastructure for the overall education in Gilgit-Baltistan. The higher enrollment rates of children are in those areas, where the Ismaili community is residing, especially among females. The rest of the areas, like a District Diamar,

Baltistan, and Astor, where a still larger number of female children are out of schools and the overall educational enrollment rates are lowest with few educational opportunities for female students, due to socio-religious impediments.

Women in Gilgit-Baltistan are still facing numerous issues and impediments which curtail in women's empowerment. Few women are active and have access to modern level education, however, the majority of women in Gilgit-Baltistan are still facing social and culture issue which bound women inside the house (Nigar 2012).

1.6. Statement of the Problem

Pakistan is a developing country, where approximately 40% of people are living below the vicious circle of poverty. According to the United Nation Development Index, Pakistan ranked 152nd out of total of 189 countries. Moreover, in terms of its Global Gender Development Index Pakistan's rank is 151 out of 153 countries. Furthermore, the World Economic Forum has declared Pakistan a dangerous place for women. Women's in Pakistan are living under the traditional norms, values, and religious influences where their social, political, and economic contribution is very less. Although women occupied half of the population, their contribution is very less as compared to their population ratio.

Furthermore, women were not treated humanely, where an average 1000-5000 women were killed in the name of honour. In addition, women politician like Banazeer Bhutto and Minister for women development Punjab were assassinated for the reason of politics. Similarly, Malala Yousufzai was shout who was active in

the educational development of girl in tribal areas. Despite all these women are trying their best level to fight for their social, political, and economic rights. How the numerous impediments in women empowerment in Pakistan?

1.7. Objectives of the Research Study

The study examines the Impediments in women empowerment. The present research study has following objectives:

1. To investigate the various socio-cultural impediments of women's empowerment in Gilgit-Baltistan.
2. To study the economic and religious impediments in women's empowerment in Gilgit-Baltistan.
3. To examines the relationship between various impediments and women empowerment in Gilgit-Baltistan.

1.8. Significance of the Study

Research means to reinvestigate any social phenomenon, to challenge the existing knowledge, addition in the existing knowledge and to modify the knowledge. Every study has its own importance or significance, where the present study deals with the impediments in women empowerment: A case study of women resistance. The study has both practical and theoretical implications. In the theoretical perspective, this study provides the direction and way to the forthcoming research students who intend to work on a related topic. Additionally, this research also builds

consciousness amongst the females regarding the various impediments in their empowerment.

On the other side, the research explored the women's perspective regarding the numerous impediments and to overcome the hindrance in the way of women empowerment in Pakistan. The study also gives light on the historical development of women's empowerment in Pakistan and societal response to the women empowerment movements.

Chapter No. 2

REVIEW OF THE LITERATURE

The purpose of literature review is to know what has been done and what will be needed to do on the topic. Literature review consisted of research papers, policy documents and policy reports of international agencies.

2.1. Introduction of the Study

In Pakistan, the status of women varies significantly elsewhere the classes, areas, and the rural/urban split due to the unequal socio-economic innovation and development and the effect on the tribal and the feudal social structures on the women's lives (Ali, Bajwa and Hussain 2016). Moreover, the whole, development and improvement in the women's right are proliferating around Pakistan and an expanding or increasing the number of Pakistani women development and getting more and more educated and literate, which has a direct related with the women's empowerment. Being an Islamic state, which protects the fundamental rights of women, in result, the religious groups and the civil society organizations are gradually rebuking the violence against women's rights (Rahman 2013).

Furthermore, the All Pakistan Ulema Council, which comprised of larger groups of religious leaders have released a Fatwa against honour killings, which preserve the women's rights. In addition, the different Courts have responded to the call by women's rights activists and advocates throughout the nation and provided harder sentences and punishment for violent crimes against women (Khalid and Kazi 2012 and Sultana et al. 2012).

2.2. Background of the Study

Being as an Islamic country in Pakistan, where its preamble of the constitution provisions of democratic values and principles are the basic essential human rights of all citizens, especially women and children. Under the ordinance of constitution's women were given the right of political participation in 1947. Pakistani laws and society encourage women political participation and involvement in public offices, so that is why, Pakistan is the first Islamic country, where females like Benazir Bhutto a female political leader become two times a Prim Minister of Pakistan. In the year 1988, Benazir Bhutto won the state elections and became the first woman leader to be elected as the head of an Islamic country's Govt (Chaudhary, Nosheen and Lodhi 2012., Noureen 2011).

Despite all these several women in Pakistan, even now they face social, religious, economic, and political impediments and problems, which impede them from applying their legitimate or the political rights as voters, or candidates for elections and election administrators as well. The Gender Concerns International (GCI) emphasizes that women's separation from the socio-political issues precedes to an unethical and unstable governance system, postponing the country's advancement and progress as a legitimately comprehensive independent and democratic nation. For example in national parliament, in the year 2013 reserve only 20.6% where (70 out of 340 seats) of women in the lower house (national assembly), while in the upper house (Senet) this percentage is even lower at 18.3% (19 out of 104 seats), which is less as compared to their total population.

During the war of America in Afghanistan early 2000s, many Taliban and their fighters followed asylum in Pakistan and established at the triable areas or within the close borders of Pakistan. After the time has been passed, their roots have been strong and started interferences in the internal issues of Pakistan and tried to compulsory severe codes of behaviour in the areas they dominated and controlled, restricting the freedom of women and limited their social engagements and limited them in between four walls of the house.

Many limitations have been upholding, were of the important restrictions was the ban on the girl's education and buried the girls' schools. This exploit deteriorates the previously lacking the overall education system of Pakistan, where approximately, 5.5 million primary school-aged children are out of school and the majority of the 63% of them are girls (Sohail 2014).

Moreover, according to the UNESCO in its 2014 report, which stated that Pakistan is the country which is the second-highest number out-of-school going children in the world, which showed the educational inefficiency of a country. On the other side, the Govt of Pakistan has enacted the "education for all" slogan. The Gender Concerns International and other NGOs who are working for girl's education, have stated that education remains severely underfunded at only 2.5% of the whole country's GDP in the year 2013. Despite all these efforts of the government, 4% has been increased. In the present year, the predicament of girls' education has been underlined by numerous NGOs, action groups and particularly by the Malala

Yousafzai, who was shot down by the Taliban and terrorists in the year 2012 for attempting to attend school and her engagement to enhance the women's education (World Economic Forum 2014).

Furthermore, in the year, 2014, the Gender Gap Report published by the World Economic Forum, which stated that Pakistan has ranked 141 out of a total of 142 countries for Human Development Index. To the concern of Gender apprehensions International and many other NGOs, it has been observed that in Pakistan women are in the state of deprivation and have less socio-economic opportunities as compared to men (Khan 2007). Women in most of the cases, excluded in the household decision making process and decisions on how the honour matters would be resolved. In the present era, women in Pakistan have empowered and their involvement has been increased due to the state-level efforts, such as the Punjab Protection of Women against Violence Bill in 2015, Domestic Violence Bill 2008, Hudood Ordinance 1979, Protection Against harassment of women at the workplace Act 2010 and many more Acts and Laws have been approved for the protection of women rights(Chaudhary et al. 2012., Murtaza 2012., UNICEF 2012).

The position/rank and scores of Pakistan indicate that it has a substandard position in the overall gender development index in the world. Total countries are 142 where Pakistan has 141 positions. Pakistan dropped seven spaces (from 134 ranks in 2012 to 141 rank in 2014) because of shortcomings into economic involvement and achievement of education (Ali Bajwa and Hussain 2015).

Features of Global Gender Gap Index 2014

A bar chart titled "Features of Global Gender Gap Index 2014" with a y-axis ranging from 0 to 160 (in increments of 20). The bars represent:
- Eco particpation: 141
- Educational Attainment: 132
- Health and Survival: 119
- Political Enpowerment: 85
- Overall Index: 141
- Total Countries: 142
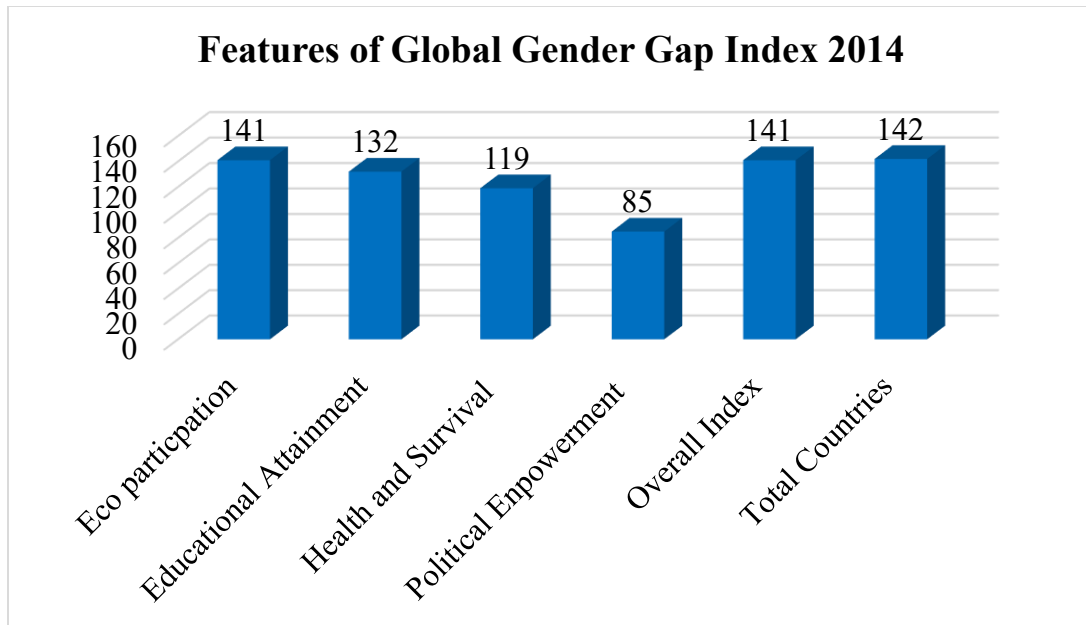
2.3. Impediments in Women Empowerment in Pakistan

The constitution of Pakistan is protecting and safeguarding women's rights and legal status. The constitution of Pakistan thus says that: there would be no any type of social discrimination on the basis of sex/gender, women should participate in all the activities in Pakistan and the state (Pakistan) shall protect the marriages system, family, care of children and mother (Cecila 2010). Moreover, practically, major laws and Acts have been passed to protect women right. At the official level, the following laws have been approved and adopted in Pakistan to safeguard women and their rights (Yusufzai 2013., Zia 2013). The Muslim Family Law Ordinance 1961, the West Pakistan Family Court Act 1964, Dowry and Bridal Gift Restriction Act 1976, Protection of Women Act 2006, Protection Against Harassment of Women at Workplace, 2010, Prevention of Anti-Women Practices Act 2011, Women in Distress and Detention Fund Act 2011, Domestic Violence

Act 2012, Enforcement of Women Ownership Right Act 2012 and the Khyber Pakhtunkhwa Elimination of Custom of Ghag Act 2012. All these laws are trying to prevent women's rights and protect them in society (Sherazi and Zahir 2013).

The traditional and strong family system influenced the women empowerment in Pakistan, where the family head would be male and whatever male decide that would be implemented on the whole family. Moreover, along with the strong family system, the feudal system in the society has also caused severe hostility towards women. The famous proverb "Zan Zar Zameen" women money and land, as these are the major sours of evil and does reflect an utter disregard for women and her belongs in society. Feudal and family system threat women of violence at home and at the field or societal levels which is the deadly reality in Pakistan where women are facing these issues (Ali 2011:8).

Furthermore, the family or community honour is being attached to women through which the independency is controlled by men in society. Men controlled women body, economic beingness and honors or her decision-making power. Thus, women's behaviour is seeming to threaten by the male or the male-controlled system. There are more likely chances of women sexual abuse, violence both social and domestic, beating her, burring her body parts, and even in the majority of the cases, murder in the name of honours (Noor 2004:15).

Moreover, another impediment of women's empowerment is the Ghag or the forced marriages of underage girls. Being as an Islamic country where marriage is allowed at the age of 14 years and the traditional marriage system has existed where females

are not even asked for her asked permission for marriages. Islamic teaching is being implemented wrongly and misinterpreted, where the Islamic Law has prohibited the forced marriage of women without her consent (Badawi 1980). Similarly, Hadith also founded that women's agreement is important for marriage and her parents would not marry their daughter without legal consent (Osman 1990:6).

Similarly, the honour killing is also a hindrance in women's empowerment, where the honor killing in Pakistan become the evil norm and part of the society. Only in the year 2012 approximately, 913 girls were killed in the name of honour (HRCP 2012:7). This figure is increasing almost 10 per cent annually when capered to the 2011 figure which was 675 and in 2010 the figure was increased to 791 which showed that the number of honour killing cases are increasing day by day (SPDC 2012:21).

Another obstruction is the selling of the bride, where this tradition is existing in the tribal areas and some parts of Baluchistan and KPK where girls are sold as a bride under the social custom of Walwar. In these regions' women were compared with the price and many marriages have been done through this method. Girls are sold to the highest bidders irrespective of male age or status or character, and sale is legitimized under the alleged reason for a custom (Noor 2004:48). Moreover, the dowry death where the discrimination against the married girl which is based on the price of their respective wedding gift. When hassles for dowry are not assembled, the bridal is subject to torment and often murder (Iftekhar 2014).

Many other factors involved and play their role as the impediments in women's empowerment. Ha Bakshish which is the orally marry girls with Quran, which is renouncing the right to marry. This is an un-Islamic act which is more practical in Sindh and Southern Punjab. Islamic Law is against such unethical and illegal acts and under the courts of Pakistan have defined seven-year of a prison sentence for those who practice the act of Ha Baksheesh.

Furthermore, the Acid Attack is another worse form of violence against women which is linked to women appearance to destroy the marriage status of women (Zia 2013:17-18). Women in the society who are beautiful and do not influence under the influential people, then such acts were applied to destroy the women beauty to throw acid to her face.

Women in Pakistan is politically deprived since 2000, where some political reformed have been done to empowered women politically. Before 2000 women involvement were less than 5% in politics, however after 2000 when have given maximum participation in politics. Despite these efforts still, women have carried less participation in politics, only working women and those who have some political backgrounds are empowered politically (Naz, Ibrahim and Ahmed 2012:167). Political participation has a direct relation with women's empowerment. As compared to past movements, now women in Pakistan are participating in politics, however, the ratio is still very less. In the Election 2012 women have won 76 seats out of 342 in the National Assembly, where only 16 women have won on

general seats; where 22 just over 3% of a total number of candidates contesting general seats in the assembly (Oxfam 2013:12).

The import factor which is a hindrance in women's empowerment in Pakistan is the terror factors, which is rising trends of Islamist extremism and fundamentalism, which strengthens the terrorism in Pakistan. The extremism is against the women education and their empowerment, where the current inundation of violence against women. Many international level NGOs and organizations have been declared Pakistan most dangerous place for women. The World Economy Forum has declared Pakistan as a second dangerous place for women. Thomson Reuters Foundation has declared that Pakistan is the third most dangerous place for women (The Nation 2011). On the other hand, the War on Terror has changed Pakistan image that protects women rights (SDPI 2007:12).

The major and important purpose of Islamist terrorism is to intimidate girls and women to exclude from the public sphere and deny them of the opportunities for education and social empowerment.

The violence against women is not the only issue of Pakistan, but it existed globally and considered as an epidemic which has taken its ring on the physical, emotional, social, economic, and psychological wellbeing's of females. Violence is more likely prevailing on married women. Women faced violence throughout her life span in the form of parents, brother and husbands etc. due to its global existences, the General Assembly of UNO has declared the 25th as the International Day for the Elimination of Violence against women through resolution No 54/134 of

December 1999. According to Johan Galtung in his book "Violence Peace and Peace Studies"1969 stated that when one husband commits violence against her wife it is individual violence when a million husbands commit violence against their wives this is structure violence. Violence against women means women ate denied of their basic and fundamental rights. Violence creates disbalance in the life of women where it negatively affects their sexual, reproductive, social, and economic life.

2.4. Role of Religion and Status of Women in Pakistan

In Pakistan, a law called black laws or Karo Kari, this practice was 1000 years old which was practices in Baluchistan, now it is being practiced as the whole country and in the world. In the current case, men kill women and feel proud that he has saved his family or induvial honor. This is a major hurdle which restrains women to take any type of self-empowerment decision. Moreover, these practices more exist in feudal societies, where female is even not allowed for educational gain. In rural areas, women are not allowed to earn income and feudal or influential religious people create hurdles in the way of girl's education. Furthermore, women are not even considered for the inheritance of land. Father distributes his property or land to his sons. Majority of these practices are being performed in the rural areas of Pakistan, where substantial 34.3% of living in urban areas and the rest of the population is living in rural areas (Bhattacharya 2014).

Similarly, many studies have shown that Purdah is considered the sign of deprivation of women in society. Women in rural areas where religion have more influence are not allowed to wear jeans. Pakistani society has mixed up the religion with its traditional social practices and create a huge confusion. Many people in Pakistan and across think that religion is deprived of women rights. However, it is totally different than Islam encourages women empowerment.

A study conducted by the Chaudhry, Nosheen and Lodhi (2012) regarding the women empowerment in Pakistan with special reference to the Islamic viewpoint. The findings of the study showed that the Islamic concept of women's empowerment strengthens the women's education, the education for her household members, access to the media, access to health care, less domestic violence. The study concluded that Islam is a religion which ensures maximum women rights and preserved women basic privileges. In Pakistan, many religious scholars have ignored the real Islamic teaching due to the traditional social norms and values which made today's women vulnerable in the society (Khan 2011., Khan and Tahseen 2004).

In the Quran, many Ayat has been supported by women and did not differentiate women and men. In the eye of Islam, both male and female are equal and have equal rights as well. The Quran always address both men and women which showed that both have their own quality and importance:

"For Muslim men and women, for believing men and women, for devout men and women, for true men and women who are patient, for men and women who humble themselves, for men and women who give in charity, for men and women who fast, for men and women who guard their chastity, and for men and women who engage much in Allah's praise - For them all has Allah prepared forgiveness and great reward." (Al-Ahzab 33:35).

In Quran, the first verse of the chapter has stated that

"O mankind! Be careful of your duty to your Lord Who created you from a single soul and from it its mate and from them both have spread abroad a multitude of men and women. Be careful of your duty toward Allah in Whom you claim (your rights) of one another, and towards the wombs (that bore you). Lo! Allah has been a Watcher over you." (An-Nisa 4:1).

Another verse also stated that:

"O mankind! Verily we have created you from a single (pair) of a male and female and made you into nations and tribes that you may know each other." (Al-Hujraat 49:13; cf.4:1).

Islam seek both women and men for equal chances of education, where it stated that seeking education is mandatory for both male and females.

2.5. Impediments in Women Empowerment in Pakistan

Women empowerment or empowerment is a historical concept, which emerged at the mid of the 17th century. The legal meaning is of the empowerment is "to invest with authority", after the meanings have been changed to the "to enable or permit". Moreover, after the year the 1980s, the concept of empowerment was attached to human development, political empowerment, women empowerment etc. Similarly, Khan (2007) stated that women discomfort work with to identifying where there were changes happening in the region, which play an important and critical and leading role to admissible to the gender relations in Pakistan in the long run. Additionally, according to the Sethuraman (2008) conducted a research study, which discovered or argued that there is a relationship between women's empowerment, domestic violence, maternal nutritional status, and growth over six months in the children age between the year 6 to 24 months, especially in the rural and tribal areas. Whereas, worldwide, especially in Egypt, women empowerment is accompanying with the overall education and economic empowerment of women in society.

The Census 2011 the statistics showed that the total population of Pakistan was around 177.10 million, as in the opposition to the 33.78 million in 1951, out of which 15.61 million comprised of women. Presently, the Census of 2017 showed that the population of Pakistan cross to 200 million where 49% of them were females. Pakistan's population is described for 2.57% of the people of the whole world. The gender ratio was around 1.14 in 1972 and it has been abridged to 1.07 in

the year 2011. Moreover, the women literacy rate increased up to 45% of male-female literacy difference reduced by to 24% in 2011.

Furthermore, women empowerment in Pakistan varies on a variety of different of variables such as the age, social status, which included the caste and class, the overall educational status, and the geographical location both rural and urban areas. The subsequent policies are planned for enabling women and impartiality of gender in Pakistan, which consisted of the Protection Against Harassment of Women at the Workplace Act (2010), the overall Domestic Violence Bill (2008), the Hudood Ordinance (1979), the Citizens Foundation, the Kashf Foundation (1996), the First Women Bank Limited (1989), Pakistan's Small and Medium Enterprises Development Authority (SMEDA). All these policies and schemes were tried to enhance the women's empowerment in society.

Certainly, Pakistan has got considerable in the overall improvement in the female literacy rate, which is up to 45% in the year 2011 (Naz, Ibrahim & Ahmed 2012). Therefore, the men-women learning gap has been narrowed down to 24% in the year 2011. With the comparison of the report of the UNICEF in the year 2013, which showed that in Pakistan, the youth literacy rate for the age between 15 to 24 years for males was 79.1%, where youth literacy rate for the age between 15 to 24 years for Females which was 61.5% for the Pre-primary school participation for females which is 83.3% of the total Pre-primary school involvement for males which is 101.3% of the total primary school participation for females was the 65%

of the primary school participation for males is around79% of total secondary school participation for females to 29.2% of the overall secondary school participation for males was 39.7% respectively.

For political empowerment, the Govt of Musharraf has introduced the political reforms to enhance women's political empowerment. Where he has increased the 5% of seats to 33% at the local and districts level. However also increased unto 28% of total seats for women. Apart from this through different legislation, and policies improve the state of women's status in Pakistan. Despite these, still, women in Pakistan are living in a vulnerable condition. Although, few educated women are empowered in the society who holds some public offices.

Assumptions

Pakistan is a developing country, women were living under the traditional norms, values, and customs from many centuries. Due to the patriarchal nature of the social structure, women have less participation in social, and economic activities.

The overall human development index Pakistan is ranked in 141 out of total of 142 countries. Moreover, violence against women in Pakistan is higher as compared to any other country in South Asia.

Furthermore, honour killings are also higher where approximately 1000-5000 girls or women are being killed in the name of honour.

Women's in Gilgit-Baltistan were also facing numerous impediments in their empowerment. Few women from Hunza, Ghizer and District Gilgit have access to

health care, education etc., where many other seven districts where women are facing numerous issues and problems.

Impediments can be overcome through the access of education to women, healthcare facility availability and property rights.

Chapter No 3

THEORETICAL FRAMWORK

This chapter deals with the theoretical framework, where the modernization Approach to Women's Autonomy has been applied. The section consisted of explaining of the theory from different context and applied the theory on the specific context.

3.1. The Intersectional Theory

The concept of the Intersectional Theory was given by Kimberle Crenshaw in 1989 first time in the history to study the black women in the anti-discrimination and black laws, were at that time in the USA, black women were provoking prejudice, discrimination and variety of abuse in the society. The abuse and social discrimination were going to court to race, color, doctrine and a class of black women, in the society generally disregarded or ignore them and discriminated them in the whole social, political, and economic Amphitheatre or arena. It was depicted from the behavior that, even in the USA to marry the black women by any white men was regarded as a sin or taboo and it was a restraint to marry black women. Intersectionality is an instrument and technique, deep-rooted in the black feminist's theories and race theory which change according to time, discipline, issue and boundaries of gender and economic justice system in the society.

Moreover, the major characteristic of the intersectional theory is that many people or society especially women in many times often disadvantaged by the multiple and various causes of subjugation on the basis of their race, class, gender, education, creed, individuality, sexual orientation, religion, and other social personality

makers. The basic and essential believe of Grenshaw was to inspect how women color is subject to gender discrimination and race discrimination at the same time.

Still, across the world, many women are antagonized numerous issues and problems based on their gender, sex, race, creed, and physical characteristics. Women can overcome some of these impediments through education, political participation, happy marriage, and occupy some good position or job in the society.

Figure. No. 3.1.1. The Intersectional Theory
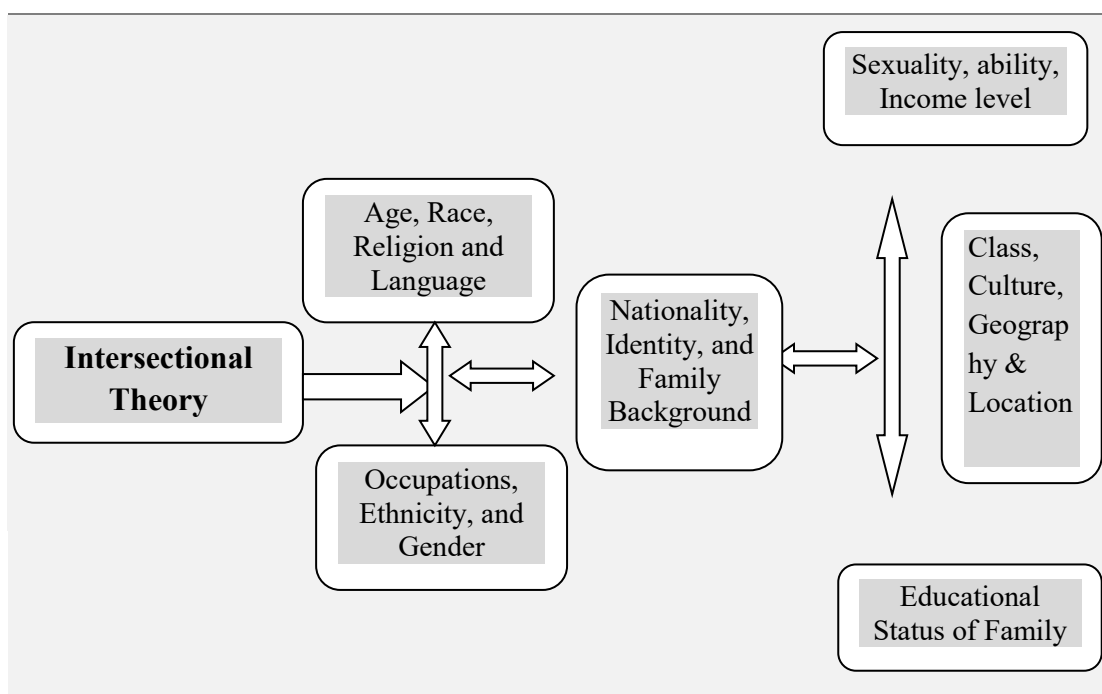
According to the present theory, there are enormous forms of social stratifications or the steeplechases of women empowerment, such as race, colour, sexuality, gender, religion, creed, disability, sexual orientation, age, and class. These have effects on the overall gender discrimination and also on the cultural effects in

broader terms. The indispensable purpose of this theoretical framework is to identify how the corresponding classifications of singularity impacts on the individuals and other institutions. It also takes these relationships into the attention when working to encourage gender equality, stimulate social stability and the socio-economic prosperity in the society based on the absence of discrimination and segregation. This theory focuses on the discrimination of women based on color, race, and class. Due to these impediments' women social identity and their social status was restricted to the household activities or in a specific area.

3.2. Application of the Intersectional Theory

Gilgit-Baltistan consists of ten districts, where the culture and social diversity vary from district to district. Many studies have shown that women have 88% of the education and some districts have 100 per cent. However, this is not a reality that only those districts which are developed, or NGOs have access like the district of Hunza, Ghizer and Gilgit. Only these three districts where women are somehow empowered and qualified. And in the rest of districts, women are antagonized numerous problems and issues. Like in District of Diamer where last year 12 girls' schools were destroyed by terrorist by fire. A similar situation exists in the larger areas of Gilgit-Baltistan.

Women in Gilgit-Baltistan faced so many issues and social discriminations on the basis of location, culture, norms, educational accessibility, creed and personality.

Many women who are even doing jobs are also facing workplace annoyance. In the majority of districts, women are not even allowed to work and to leave their houses.

Similarly, the rest of the mentioned three districts (Ghizer, Hunza & Gilgit) women are living in old-aged traditions and those women are working who have the strong family background or those women who are suffragette. The status of women can be changed through education, access to the health facility, and allow them to work and access to quality education.

3.3. Propositions

Based on the theoretical framework, following propositions have been drawn:

1. Women who have some sort of background in politics are empowered in the society

2. Women are antagonized numerous issues and social discriminations on the basis of sex, gender, creed and social status.

3. Traditional culture and gender discrimination is a major impediment in women empowerment.

4. Race, creed, geographical location is an important factor which play its major role to discriminate women in the society.

3.4. Hypothesis

The hypothesis of the research is that there are numerous impediments in women empowerment in Gilgit-Baltistan.

Chapter No 4

CONCEPTUALIZATION AND OPERATIONALIZATION

4.1. Conceptualization

Conceptualization is the technique or methodology, where the concepts and variables are defined, explain an analyzed with the support of existing literature, reports, policy documents, etc. In the current research, there are two major concepts 1) Impediments and 2) Women's Empowerment which are conceptualized here through numerous researchers.

4.1.1. Impediments

According to the Pianta (2013), the impediment means the numerous hindrances, hurdles, or the obstruction in doing anything or the defect in any individual's speech like as a pause or stammer. This is the literal meaning of impediment.

Moreover, according to Shaheen et al (2012) has defined the impediment as it is derived from the Latin word which means "to interfere with" or "to get in the way of progress" as if by tentative up the feet of someone walking. Furthermore, in the English language, the impediment still indicates an obstacle or hurdle in the path of development and social progress. For example, lack of sufficient highways and overpasses would be called an impediment to economic development, where social, cultural, lack of education, lack of access to employment by women is the impediment of women' empowerment. Additionally, the impediments are generally getting in the way of something that anybody wants (Shami & Asma 2003). In social terms the impediment to the communication process, marriages, or any type

of progress but something which has slow the signs of progress of the ageing, different diseases or disintegration is rarely called an impediment (Sheikh 2009).

Impediment can be used for different concepts where most of the time, the word impediment is being used for those hurdles and hindrances which are stopping the society or women's empowerment in a society (Soorma 1992).

4.1.2. Women's Empowerment

Women empowerment has been defining by many researchers and international agencies. However, a comprehensive definition is given by the United Nations (UN 2010). They argued that women employment and education is a procedure where women become part of the major workforce and start earning some sort of money, wages or any type of salaries irrespective of the level of job, nature of job and level of education (UN 2013., UN 2011). Moreover, the women empowerment is a term, which uses for the women development and their empowerment in the society, where women get access to quality education, access to better health care, exposure of mass media and her involvement in politics (Weiss 2013).

In the present context, the paid work is increased among educated women, which is almost started after the industrial revolution in Europe and the West as a whole. Whereas women employment is more on the peak from the year in the 1990s. Worldwide, the total number of women has increased in job markets and access to employment, where women's participation in paid work increase from the year 1990s to 2010 was 52% respectively.

Furthermore, according to Sultana (201:9) stated that women who are earning their livelihood, and are being part of paid work in the market, have said at the decision making process at household levels as we as the society as a whole level. In the current context, conventional economies are converting into the essential services industries, where women have more opportunities to participate in the economic activities actively.

Finally, Lerner (1958) has explained the women's empowerment as the women employment, her entry in the job market irrespective of her education. Moreover, women's participation in public work. These are the indicators of women's empowerment. Women who are independent in their life and have the ability to take any type of decision making for the best interest of herself and for her family members.

4.2. Operationalization

The operationalization a way, where the concepts and variables are in the context of present research.

4.2.1. Impediments

In the context of the present research, the impediment means the hurdles, obstruction, restriction in the developmental process. The impediment is the current context means, there are numerous hurdles in the way of women's empowerment or women empowerment. For example, lack of education, less employment

opportunity, less economic participation of women, lack of political awareness participation and violence against women.

All these hurdles or obstruction which create hurdles to women's social, economic, and political empowerment.

S. No	Categories
1	Do not take decision due to fear of father
2	Lack of health facilities to women
3	Lack of separate educational institutions for girls
4	Violence against women
5	Early marriages deprive social status of women
6	Limited decision-making authority of women in marital relationships
7	High unemployment rate among females
8	Lack of financial resources among women who want to enter politics
9	Lack of policies of women empowerment at Household level

S. No	Categories
10	Religion limit the women empowerment
11	Purdah and segregation decrease women status
12	Social structure restricts women's movement
13	Lack of inheritance right restrain women empowerment
14	Low social and economic status of women
15	Male biases inherent in public health system
16	Sexual harassment of women in workplaces
17	Sexual harassment of women in universities
18	Patriarchal structure curtails women political participation
19	Lack of women interest in politics
20	Male domination of political parties
21	Lack of policies of women empowerment at Govt level
22	No female family courts

4.2.2. Women's Empowerment

In the context of the present research, women's empowerment means women involvement in the social, political, and economic segment of society. Moreover, women independency is also attached to the women empowerment. Women who are educated, have access to employment opportunity, say in decision making at household levels, active in politics both direct and indirect. Furthermore, women's involvement in public affairs and public work. Women empowerment has categorized at different levels, like household level empowerment, economic empowerment, political empowerment, educational empowerment, mass media empowerment etc.

Women residing in the urban areas are more likely empowered as compared to those women who are residing in rural areas. Additionally, women in rural areas who have male children are more socially empowered as compared to those women who have more female children.

S. No	Categories
1	You can pay the domestic utility bills
2	Mostly educated women work or job
3	Your family supports your decision of job
4	You are managing your work and family
5	You are performing daily household chores and care activities
6	Free choice of life partner
7	Caste vote on your own choice
8	Know about modern contraceptive methods
9	Need no permission to visit friends or family
10	Contribution to total family earnings
11	Decides about obtaining healthcare
12	Read new paper every day

S. No	Categories
13	Your job is according to your qualification
14	You are doing job due to economic pressure
15	You are doing job due to social pressure
16	You have access to education
17	You have access to health care
18	Freely mobility from one place to another
19	Participation in politics freely
20	Access to job market
21	Affliction with any political parties

Chapter 5

RESEARCH METHODOLOGY

The research methodology is a planned and organized way to conduct any research study in a systematic manner.

5.1. Research Design

For the present research, the quantitative research approach was selected, which focused on the systematic collection of numeric data from filed and describe it in tabular form.

5.2. Universe of the Study

The universe of the study was the Gilgit-Baltistan and the selected the District Gilgit for data collection. The district Gilgit is a headquarter of Gilgit-Baltistan where the variety of respondents have been approached easily.

5.3. Target Population

The target population, also called the unit of analysis, were women's both educated and uneducated age limit was above 40 years from the different areas of Gilgit city. The reason of selecting Gilgit city was that the Gilgit city is headquarter of the Gilgit-Baltistan where women from every district are living and doing different jobs.

5.4. Sampling Techniques

Due to lack of information regarding women in Gilgit Baltistan, the simple random sampling technique was applied to reached different areas of Gilgit city and interviewed different background of women.

5.5. Sample Size

The sample size was limited to one hundred and fifty (150) respondents from different areas of Gilgit city. The sample size of 150 was enough to understand the social issue.

5.6. Data Collection Tools

For the current research, the closed ended questionnaire was used as a data collection tool. The questionnaire consisted of variety of questions related to impediment and women empowerment.

5.7. Data Collection Techniques

The self-administered questionnaires were designed, where interviews were conducted to those respondents or women who were illiterate or do not understand any written language.

5.8. Data Analysis Tools

The research was quantitative, so the Statistical Package for Social Sciences (SPSS) version 22.0 was used as a data analysis tool.

5.9. Data Analysis Techniques

For the present research, both descriptive (percentages & frequencies) and inferential (correlation) statistics were applied as a data analysis technique.

5.10. Pre-Testing

Total ten (10) questionnaires were Pre-Tested and done some little modifications and make it more respondents friendly.

5.11. The Limitations and Opportunities of Study

Every research study has some limitations and opportunities, wherein this current study, there were few limitations and some opportunities. The sample size was limited to 150 due to lack of time and resources of survey work and secondly, the number of questions was more. Only women were interviewed for the present research, although it needs to take some responses of male respondents.

This research makes able to the researcher to conduct a study in an organized way, to keep in mind the set tools and techniques. Moreover, this research helps the researcher in conducting interviews and fieldwork. The study provides practical experience to the researcher.

5.12. Ethical Concerns

The study was conducted while keep in mind some of ethical concerns, such as, confidentiality of the data. The researcher has promised to respondents that this research will not hurt anybody, and this research is totally on academic basis. The data will be used for only academic purposes.

Secondly, the respondents were given a proper time and appropriate environment, so that they will not undergoes any type of pressure.

Chapter No 6

RESULTS

The results and data analysis sections deals with the descriptive and inferential analysis of the collected data and testing of hypothesis.

Section. A: The Descriptive Analysis of the Data

Table 1. Age (Years) of Respondents

Category	Frequency	Percentage
18-28	47	36.2
29-39	14	10.8
40-50	48	36.9
Above 50	21	16.2
Total	130	100.0

The table No. 1 showed the age of respondents, where 36.2% of respondents were between 18-28 years, 10.8% of respondents have age between 29-39, 36.9% of respondents have age between 40-50 years and 16.2% of respondents have above 50 years old. The conclusion of the table showed that, majority of women were in between the age of 40-50 years.

Table 2. Education of Respondent

Category	Frequency	Percentage
Below Matric/Matric	22	16.9
Intermediate-Graduation	24	18.5
Master	60	46.2
Above Master	11	8.5
Nill	13	10.0
Total	130	100.0

The table No. 2 showed the education level of respondents, where 16.9% of respondents were below the matric level, 18.5% of respondents were intermediate or graduation, 46.2% of respondents were master, 8.5% of respondents were above master and 10% of respondents were illiterate. The conclusion of the table showed that majority of respondents were master. It means the education among females of Gilgit are higher.

Table 3. Family Type of Respondents

Category	Frequency	Percentage
Nuclear	76	58.5
Joint	48	36.9
Extended	6	4.6
Total	130	100.0

The table No. 3 showed the family type of respondents, where 58.5% of respondents were living in Nuclear families, 36.9% of respondents were in joint family system and 4,6% of respondents were living in extended families. The conclusion of the table showed that majority of women were living in nuclear families.

Table 4. Monthly Income of Respondent

Category	Frequency	Percentage
<20000	16	12.3
20000-30000	11	8.5
310000-40000	9	6.9
41000-50000	6	4.6
Above 50000	22	16.9
Nill	66	50.8
Total	130	100.0

The table No. 4 showed the monthly income of respondents, where 12.3 have less than 20000, 8.5% of respondents have 20000-30000, 6.9% of respondents have 31000-40000, 4.6% of respondents have 41000-50000, 16.9% of respondents have above 50000 and 50% were not doing any job or have any income. It showed that 50% of women are not working.

Table 5. Marital Status of Respondents

Category	Frequency	Percentage
Married	78	60.0
Unmarried	45	34.6
Widow	5	3.8
Any other	2	1.5
Total	130	100.0

The table No. 5 showed the marital status of respondents, where 60% of respondents were married, 34.6% of women were unmarried, 3.8% of women were widows and 1.5% of women were belonged to another category. The conclusion of the table showed that majority of respondents were married.

Table 6. Employment Status of Respondents

Category	Frequency	Percentage
Yes	60	46.2
No	70	53.8
Total	130	100.0

The table No. 6 showed the employment status of respondents, where 46.2% of respondents were employed and 53.8% of respondents were not employed. The conclusion of the table showed that majority of women were not employed.

Table 7. Nature of Job of Respondents

Category	Frequency	Percentage
Govt Job	13	10.0
Private Job	49	37.7
Business	5	3.8
Unemployed	36	27.7
Student	22	16.9
Any other	5	3.8
Total	130	100.0

The table No. 7 showed the nature of job, where 10% of respondents were doing Govt job, 37.7% have private jobs, 3.8% were doing businesses, 27.7% of respondents were unemployed, 16.9% of respondents were students and 3.8% of respondents were belong to any other category. The majority of women were engaged in private work who were doing jobs.

Table 8. Residency of Respondents

Category	Frequency	Percentage
Rural	23	17.7
Urban	107	82.3
Total	130	100.0

The table No 8 showed the residency of the respondents where 17.7% of women were belonged to rural areas and 82.3 were from urban areas.

Table 9. Health Status of Respondents

Category	Frequency	Percentage
Good	63	48.5
Very Good	29	22.3
Moderate	38	29.2
Total	130	100.0

The table No 9 showed the health status of respondents, where 48.5% of women have good health status, 22.3% have very good and 29.2% have moderate health conditions. The conclusion of the table showed that majority of women have good health conditions.

Table 10. Political Empowered of Respondents

Category	Frequency	Percentage
To Great Extent	15	11.5
To Some Extent	37	28.5
Not at all	78	60.0
Total	130	100.0

The table No. 10 showed the females' perception about the political empowered, where 11.5% of respondents have stated the great extent, 28.5% of respondents have stated to some extent and 60% of respondents have stated not at all that, that

women are politically empowered. The conclusion of the table stated that, majority of women have stated that they have no political empowerment.

Table 11. Access of Mass Media Access

Category	Frequency	Percentage
To Great Extent	38	29.2
To Some Extent	55	42.3
Not at all	37	28.5
Total	130	100.0

The table No. 11 showed the females' perception about the mass media Access, where 29.2% of respondents have stated the great extent, 42.3% of respondents have stated to some extent and 28.5% of respondents have stated not at all about the statment. The conclusion of the table stated that, majority of respondents were stated that they have access to the mass media.

Table 12. Access of Electronic Media

Category	Frequency	Percentage
To Great Extent	58	44.6
To Some Extent	48	36.9
Not at all	24	18.5
Total	130	100.0

The table No. 12 showed the females' perception about the electronic media, where 44.6% of respondents have stated the great extent, 36.9% of respondents have stated to some extent and 18% of respondents have stated not at all about the statement. The conclusion of the table stated that, majority of the respondents have access to the electronic media.

Table 13. Access to Print Media

Category	Frequency	Percentage
To Great Extent	46	35.4
To Some Extent	43	33.1
Not at all	41	31.5
Total	130	100.0

The table No. 13 showed the females' perception about the print media, where 35.4% of respondents have stated the great extent, 33.1% of respondents have stated to some extent and 31.1% of respondents have stated not at all about the statement. The conclusion of the table stated that, majority of respondents have stated to great extent that they have access to the print media.

Table 14. Pay the domestic utility bills

Category	Frequency	Percentage
To Great Extent	28	21.5
To Some Extent	45	34.6
Not at all	57	43.8
Total	130	100.0

The table No. 14 showed the females' perception about that you can pay the domestic utility bills, where 21.5% of respondents have stated the great extent, 34.6% of respondents have stated to some extent and 43.8% of respondents have stated not at all about the statement. The conclusion of the table stated that, majority of the respondents were not paying domestic bills.

Table 15. Mostly educated women work or job

Category	Frequency	Percentage
To Great Extent	76	58.5
To Some Extent	43	33.1
Not at all	11	8.5
Total	130	100.0

The table No. 15 showed the females' perception about that mostly educated women work or job, where 58.5% of respondents have stated the great extent, 33.1% of respondents have stated to some extent and 8.5% of respondents have

stated not at all. The conclusion of the table stated that, majority of the respondents were great extent that mostly educated women are doing jobs.

Table 16. Family supports your decision of job

Category	Frequency	Percentage
To Great Extent	63	48.5
To Some Extent	49	37.7
Not at all	18	13.8
Total	130	100.0

The table No. 16 showed the females' perception about that your family supports your decision of job, where 48.5% of respondents have stated the great extent, 37.7% of respondents have stated to some extent and 13.8% of respondents have stated not at all. The conclusion of the table stated that, the majority of females have stated great extent that they their family supports there your decision of job.

Table 17. Managing your work and family

Category	Frequency	Percentage
To Great Extent	60	46.2
To Some Extent	58	44.6
Not at all	12	9.2
Total	**130**	**100.0**

The table No. 17 showed the females' perception about the you are managing your work and family, where 46.2% of respondents have stated the great extent, 44.6% of respondents have stated to some extent and 9.2% of respondents have stated not at all. The conclusion of the table stated that, the majority of women were managing their work and family.

Table 18. Performing daily household chores and care activities

Category	Frequency	Percentage
To Great Extent	61	46.9
To Some Extent	66	50.8
Not at all	3	2.3
Total	130	100.0

The table No. 18 showed the females' perception about the you are performing daily household chores and care activities, where 46.9% of respondents have stated the great extent, 50.8% of respondents have stated to some extent and 2.3% of respondents have stated not at all. The conclusion of the table stated that, females are performing their daily household chores and care activities in house.

Table 19. Free choice of life partner

Category	Frequency	Percentage
To Great Extent	27	20.8
To Some Extent	60	46.2
Not at all	43	33.1
Total	130	100.0

The table No. 19 showed the females' perception about the free choice of life partner, where 20.8% of respondents have stated the great extent, 46.2% of respondents have stated to some extent and 33.1% of respondents have stated not at all. The conclusion of the table stated that, majority of females were some extent that free choice of life partner.

Table 20. Caste vote on your own choice

Category	Frequency	Percentage
To Great Extent	57	43.8
To Some Extent	54	41.5
Not at all	19	14.6
Total	130	100.0

The table No. 20 showed the females' perception about the caste vote on your own choice, where 43.8% of respondents have stated the great extent, 41.5% of respondents have stated to some extent and 14.6% of respondents have stated not at

all. The conclusion of the table stated that, majority of respondents have stated that caste vote on your own choice.

Table 21. Know about modern contraceptive methods

Category	Frequency	Percentage
To Great Extent	42	32.3
To Some Extent	66	50.8
Not at all	22	16.9
Total	130	100.0

The table No. 21 showed the females' perception about the know about modern contraceptive methods, where 32.3% of respondents have stated the great extent, 50.8% of respondents have stated to some extent and 16.9% of respondents have stated not at all. The conclusion of the table stated that, majority of women have some extent that they know about modern contraceptive methods.

Table 22. Need no permission to visit friends or family

Category	Frequency	Percentage
To Great Extent	35	26.9
To Some Extent	56	43.1
Not at all	39	30.0
Total	130	100.0

The table No. 22 showed the females' perception about the need no permission to visit friends or family, where 26.9% of respondents have stated the great extent, 43.1% of respondents have stated to some extent and 30% of respondents have stated not at all. The conclusion of the table stated that, majority of females were some extent that they need no permission to visit friends or family.

Table 23. Contribution to total family earnings

Category	Frequency	Percentage
To Great Extent	51	39.2
To Some Extent	37	28.5
Not at all	42	32.3
Total	130	100.0

The table No. 23 showed the females' perception about the contribution to total family earnings, where 39.2% of respondents have stated the great extent, 28.5% of respondents have stated to some extent and 32.3% of respondents have stated not at all. The conclusion of the table stated that, majority of women have stated great extent that they are contribution to total family earnings.

Table 24. Decides about obtaining healthcare

Category	Frequency	Percentage
To Great Extent	57	43.8
To Some Extent	71	54.6
Not at all	2	1.5
Total	130	100.0

The table No. 24 showed the females' perception about the decides about obtaining healthcare, where 43.8% of respondents have stated the great extent, 54.6% of respondents have stated to some extent and 1.5% of respondents have stated not at all. The conclusion of the table stated that, respondents were some extent that decides about obtaining healthcare.

Table 25. Read new paper every day

Category	Frequency	Percentage
To Great Extent	4	3.1
To Some Extent	69	53.1
Not at all	57	43.8
Total	130	100.0

The table No. 25 showed the females' perception about the read new paper every day where 3.1% of respondents have stated the great extent, 53.1% of respondents

have stated to some extent and 43.8% of respondents have stated not at all. The conclusion of the table stated that, some extent that read new paper every day.

Table 26. Job is according to your qualification

Category	Frequency	Percentage
To Great Extent	53	40.8
To Some Extent	19	14.6
Not at all	58	43.1
Total	130	100.0

The table No. 26 showed the females' perception about the your job is according to your qualification, where 40.8% of respondents have stated the great extent, 14.6% of respondents have stated to some extent and 44.6% of respondents have stated not at all that, . The conclusion of the table stated that, majority of females were stated not at all that our job is according to your qualification.

Table 27. Doing job due to economic pressure

Category	Frequency	Percentage
To Great Extent	32	24.6
To Some Extent	37	28.5
Not at all	61	46.9
Total	130	100.0

The table No. 27 showed the females' perception about the you are doing job due to economic pressure, where 24.6% of respondents have stated the great extent, 28.5% of respondents have stated to some extent and 46.9% of respondents have stated not at all. The conclusion of the table stated that, not at all that, females are doing job due to economic pressures.

Table 28. Doing job due to social pressure

Category	Frequency	Percentage
To Great Extent	10	7.7
To Some Extent	32	24.6
Not at all	88	67.7
Total	130	100.0

The table No. 28 showed the females' perception about the you are doing job due to social pressure, where 7.7% of respondents have stated the great extent, 24.6% of respondents have stated to some extent and 67.7% of respondents have stated not at all that, . The conclusion of the table stated that, not at all that, females are doing job due to social pressure.

Table 29. Access to education

Category	Frequency	Percentage
To Great Extent	71	54.6
To Some Extent	31	23.8
Not at all	28	21.5
Total	130	100.0

The table No. 29 showed the females' perception about the you have access to education, where 54.6% of respondents have stated the great extent, 23.8% of respondents have stated to some extent and 21.5% of respondents have stated not at all. The conclusion of the table stated not at all that, women have access to education.

Table 30. Access to health care

Category	Frequency	Percentage
To Great Extent	66	50.8
To Some Extent	54	41.5
Not at all	10	7.7
Total	130	100.0

The table No. 30 showed the females' perception about the you have access to education, where 50.8% of respondents have stated the great extent, 41.5% of respondents have stated to some extent and 7.7% of respondents have stated not at

all. The conclusion of the table stated that, the majority of females were great extent that they have access to education.

Table 31. Freely mobility from one place to another

Category	Frequency	Percentage
To Great Extent	36	27.7
To Some Extent	68	52.3
Not at all	26	20.0
Total	130	100.0

The table No. 31 showed the females' perception about the freely mobility from one place to another, where 27.7% of respondents have stated the great extent, 52.3% of respondents have stated to some extent and 20% of respondents have stated not at all. The conclusion of the table stated that, majority of females were to some extent freely mobility from one place to another.

Table 32. Participation in politics freely

Category	Frequency	Percentage
To Great Extent	12	9.2
To Some Extent	34	26.2
Not at all	84	64.6
Total	130	100.0

The table No. 32 showed the females' perception about the participation in politics freely, where 9.2% of respondents have stated the great extent, 26.2% of respondents have stated to some extent and 64.6% of respondents have stated not at all. The conclusion of the table stated that, majority of respondents were not at all that they are participating in politics freely.

Table 33. Access to job market

Category	Frequency	Percentage
To Great Extent	34	26.2
To Some Extent	62	47.7
Not at all	34	26.2
Total	130	100.0

The table No. 33 showed the females' perception about the access to job market, where 26.2% of respondents have stated the great extent, 47.7% of respondents have stated to some extent and 26.2% of respondents have stated not at all. The conclusion of the table stated that, majority of females were some extent that access to job market.

Table 34. Affliction with any political parties

Category	Frequency	Percentage
To Great Extent	2	1.5
To Some Extent	24	18.5

Not at all	104	80.0
Total	130	100.0

The table No. 34 showed the females' perception about the affliction with any political parties, where 1.5% of respondents have stated the great extent, 18.5% of respondents have stated to some extent and 80% of respondents have stated not at all. The conclusion of the table stated that, majority of females were not at all that, affliction with any political parties.

Table 35. Do not take decision due to fear of father

Category	Frequency	Percentage
To Great Extent	14	10.8
To Some Extent	49	37.7
Not at all	67	51.5
Total	130	100.0

The table No. 35 showed the females' perception about the Do not take decision due to fear of father, where 10.8% of respondents have stated the great extent, 37.7% of respondents have stated to some extent and 51.5% of respondents have stated not at all. The conclusion of the table stated that, majority of respondents were not at all that, they do not take decision due to fear of father.

Table 36. Lack of health facilities to women

Category	Frequency	Percentage
To Great Extent	17	13.1
To Some Extent	92	70.8
Not at all	21	16.2
Total	130	100.0

The table No. 36 showed the females' perception about the Lack of health facilities to women, where 13.1% of respondents have stated the great extent, 70.8% of respondents have stated to some extent and 16.2% of respondents have stated not at all. The conclusion of the table stated that, majority of the respondents were not at all that, lack of health facilities to women.

Table 37. Lack of separate educational institutions for girls

Category	Frequency	Percentage
To Great Extent	15	11.5
To Some Extent	77	59.2
Not at all	38	29.2
Total	130	100.0

The table No. 37 showed the females' perception about the Lack of separate educational institutions for girls, where 11.5% of respondents have stated the great extent, 59.2% of respondents have stated to some extent and 29.9% of respondents

have stated not at all. The conclusion of the table stated that, majority of women were some extent that, lack of separate educational institutions for girls is important.

Table 38. Violence against women

Category	Frequency	Percentage
To Great Extent	16	12.3
To Some Extent	86	66.2
Not at all	28	21.5
Total	130	100.0

The table No. 38 showed the females' perception about the Violence against women, where 12.3% of respondents have stated the great extent, 66.2% of respondents have stated to some extent and 21.5% of respondents have stated not at all. The conclusion of the table stated that, majority of women have stated some extent that, violence against women is existed in Gilgit-Baltistan.

Table 39. Early marriages deprive social status of women

Category	Frequency	Percentage
To Great Extent	57	43.8
To Some Extent	62	47.7
Not at all	11	8.5
Total	130	100.0

The table No. 39 showed the females' perception about the Early marriages deprive social status of women, where 43.8% of respondents have stated the great extent, 47.7% of respondents have stated to some extent and 8.5% of respondents have stated not at all. The conclusion of the table stated that, females were stated some extent that, the early marriages deprive social status of women.

Table 40. Limited decision-making authority of women in marital relationships

Category	Frequency	Percentage
To Great Extent	39	30.0
To Some Extent	74	56.9
Not at all	17	13.1
Total	130	100.0

The table No. 40 showed the females' perception about the limited decision-making authority of women in marital relationships, where 30% of respondents have stated the great extent, 56.9% of respondents have stated to some extent and 13.1% of respondents have stated not at all. The conclusion of the table stated that, some extent that, there is a limited decision-making authority of women in marital relationships.

Table 41. High unemployment rate among females

Category	Frequency	Percentage
To Great Extent	18	13.8
To Some Extent	98	75.4
Not at all	14	10.8
Total	130	100.0

The table No. 41 showed the females' perception about the high unemployment rate among females, where 13.8% of respondents have stated the great extent, 75.4% of respondents have stated to some extent and 10.8% of respondents have stated not at all. The conclusion of the table stated that, the majority of women have some extent that women are facing unemployment issue.

Table 42. Lack of financial resources among women who want to enter politics

Category	Frequency	Percentage
To Great Extent	70	53.8
To Some Extent	43	33.1
Not at all	17	13.1
Total	130	100.0

The table No. 42 showed the females' perception about the Lack of financial resources among women who want to enter politics, where 53.8% of respondents have stated the great extent, 33.1% of respondents have stated to some extent and

13.1% of respondents have stated not at all. The conclusion of the table stated that, lack of financial resources among women who want to enter politics.

Table 43. Lack of policies of women empowerment at Household level

Category	Frequency	Percentage
To Great Extent	53	40.8
To Some Extent	67	51.5
Not at all	10	7.7
Total	130	100.0

The table No. 43 showed the females' perception about the lack of policies of women empowerment at Household level, where 40.8% of respondents have stated the great extent, 51.5% of respondents have stated to some extent and 7.7% of respondents have stated not at all. The conclusion of the table stated that, majority of females were stated some extent that, lack of policies of women empowerment at household level.

Table 44. Religion limit the women emancipation

Category	Frequency	Percentage
To Great Extent	13	10.0
To Some Extent	105	80.8
Not at all	12	9.2
Total	130	100.0

The table No. 44 showed the females' perception about the religion limit the women emancipation, where 10% of respondents have stated the great extent, 80% of respondents have stated to some extent and 9.2% of respondents have stated not at all. The conclusion of the table stated that, the majority of females or women have stated some extent that, religion limit the women emancipation.

Table 45. Purdah and segregation decrease women status

Category	Frequency	Percentage
To Great Extent	17	13.1
To Some Extent	15	11.5
Not at all	98	75.4
Total	130	100.0

The table No. 45 showed the females' perception about the purdah and segregation decrease women status, where 13.1% of respondents have stated the great extent, 11.5% of respondents have stated to some extent and 75.4% of respondents have stated not at all. The conclusion of the table stated that, majority of women were not at all agreed that purdah and segregation or decrease women status.

Table 46. Social structure restricts women's movement

Category	Frequency	Percentage
To Great Extent	63	48.5
To Some Extent	60	46.2
Not at all	7	5.4
Total	130	100.0

The table No. 46 showed the females' perception about the Social structure restricts women's movement, where 48.5% of respondents have stated the great extent, 46.2% of respondents have stated to some extent and 5.4% of respondents have stated not at all. The conclusion of the table stated that, majority of women have stated great and some extent that, social structure restricts women's movement.

Table 47. Lack inheritance right restrain women emancipation

Category	Frequency	Percentage
To Great Extent	20	15.4
To Some Extent	99	76.2
Not at all	11	8.5
Total	130	100.0

The table No. 47 showed the females' perception about the Lack inheritance right restrain women emancipation, where 15.4% of respondents have stated the great extent, 76.2% of respondents have stated to some extent and 8.5% of respondents

have stated not at all. The conclusion of the table stated that, majority of women have stated some extent that, lack inheritance right restrain women emancipation.

Table 48. Low social and economic status of women

Category	Frequency	Percentage
To Great Extent	43	33.1
To Some Extent	71	54.6
Not at all	16	12.3
Total	130	100.0

The table No. 48 showed the females' perception about the low social and economic status of women, where 33.1% of respondents have stated the great extent, 54.6% of respondents have stated to some extent and 12.3% of respondents have stated not at all. The conclusion of the table stated that, respondents have some extent that, low social and economic status of women.

Table 49. Male biases inherent in public health system

Category	Frequency	Percentage
To Great Extent	29	22.3
To Some Extent	94	72.3
Not at all	7	5.4
Total	130	100.0

The table No. 49 showed the females' perception about the male biases inherent in public health system, where 22.3% of respondents have stated the great extent, 72.3% of respondents have stated to some extent and 5.4% of respondents have stated not at all. The conclusion of the table stated that, majority of the respondents have some extent that, male biases inherent in public health system.

Table 50. Sexual harassment of women in workplaces

Category	Frequency	Percentage
To Great Extent	12	9.2
To Some Extent	93	71.5
Not at all	25	19.2
Total	130	100.0

The table No. 50 showed the females' perception about the Sexual harassment of women in workplaces, where 9.2% of respondents have stated the great extent, 71.5% of respondents have stated to some extent and 19.2% of respondents have stated not at all. The conclusion of the table stated that, majority of women were some extent that, sexual harassment of women in workplaces in common in Gilgit-Baltistan.

Table 51. Sexual harassment of women in universities

Category	Frequency	Percentage
To Great Extent	13	10.0
To Some Extent	94	72.3
Not at all	23	17.7
Total	130	100.0

The table No. 51 showed the females' perception about the sexual harassment of women in universities, where 10% of respondents have stated the great extent, 72.2% of respondents have stated to some extent and 17.7% of respondents have stated not at all. The conclusion of the table stated that, majority of women have stated some extent that, sexual harassment of women in universities.

Table 52. Patriarchal structure curtails women political participation

Category	Frequency	Percentage
To Great Extent	7	5.4
To Some Extent	107	82.3
Not at all	16	12.3
Total	130	100.0

The table No. 52 showed the females' perception about the Patriarchal structure curtails women political participation, where 5.4% of respondents have stated the great extent, 82.3% of respondents have stated to some extent and 12.3% of

respondents have stated not at all. The conclusion of the table stated that, majority of women were stated some extent that, the patriarchal structure curtails women political participation.

Table 53. Lack of women interest in politics

Category	Frequency	Percentage
To Great Extent	31	23.8
To Some Extent	57	43.8
Not at all	42	32.3
Total	130	100.0

The table No. 53 showed the females' perception about the Lack of women interest in politics, where 23.8% of respondents have stated the great extent, 43.8% of respondents have stated to some extent and 32.3% of respondents have stated not at all. The conclusion of the table stated that, majority of women were some extent agreed that, lack of women interest in politics.

Table 54. Male domination of political parties

Category	Frequency	Percentage
To Great Extent	102	78.5
To Some Extent	23	17.7
Not at all	5	3.8
Total	130	100.0

The table No. 54 showed the females' perception about the male domination of political parties, where % of respondents have stated the great extent, % of respondents have stated to some extent and % of respondents have stated not at all that, . The conclusion of the table stated that, majority of respondents were great extent that, male domination of political parties in Gilgit-Baltistan.

Table 55. Lack of policies of women empowerment at Govt level

Category	Frequency	Percentage
To Great Extent	75	57.7
To Some Extent	45	34.6
Not at all	10	7.7
Total	**130**	**100.0**

The table No. 55 showed the females' perception about the Lack of policies of women empowerment at Govt level, where 57.7% of respondents have stated the great extent, 34.6% of respondents have stated to some extent and 7.7% of respondents have stated not at all. The conclusion of the table stated that, majority of respondents have stated great extent that, lack of policies of women empowerment at Govt level.

Table 56. No female family courts

Category	Frequency	Percentage
To Great Extent	99	76.2
To Some Extent	12	9.2
Not at all	19	14.6
Total	**130**	**100.0**

The table No. 56 showed the females' perception about the No female family courts, where 76.2% of respondents have stated the great extent, 9.2% of respondents have stated to some extent and 14.6% of respondents have stated not at all. The conclusion of the table stated that, majority of respondents have stated great extent that, there is no female family courts in Gilgit-Baltistan.

SECTION. B: INFERENTIAL STATISTICS

Table 57. Descriptive Statistics

	Mean	Std. Deviation	N
WEH	2.0168	.47364	130
WES	2.4260	.42984	130
IWEH	2.1769	.38686	130
IWES	1.8744	.32536	130

The table No. 57 showed the descriptive analysis of the variables, where:

1) **WEH:** Women's Emancipation Household Level

2) **WES:** Women's Emancipation Societal Level

3) **IWEH:** Impediments in Women's Emancipation Household Level

4) **IWES:** Impediments in Women's Emancipation Societal Level

Whereas the total number of respondents were one hundred and thirty (130) females. The value was derived through the collective mean of all the variables.

1. Hypothesis-1: The impediments in household level has no relationship with the women's emancipation at household level.

2. Hypothesis-2: The impediments in societal level has no relationship with the women's emancipation at societal level.

3. Hypothesis-3: Impediments at household level, societal level is correlated with the women's emancipation at household level and social level in Gilgit-Baltistan.

Table 58. Correlations among WEH, WES, IWEH & IWES

		WEH	WES	IWEH	IWES
WEH	Pearson Correlation	1	.751**	-.349**	-.201*
	Sig. (2-tailed)		.000	.000	.022
WES	Pearson Correlation	.751**	1	-.222*	-.042
	Sig. (2-tailed)	.000		.011	.634
IWEH	Pearson Correlation	-.349**	-.222*	1	.609**
	Sig. (2-tailed)	.000	.011		.000
IWES	Pearson Correlation	-.201*	-.042	.609**	1
	Sig. (2-tailed)	.022	.634	.000	
**. Correlation is significant at the 0.01 level (2-tailed).					
*. Correlation is significant at the 0.05 level (2-tailed).					

The table No. 58 showed the correlation among the WEH (Women's empowerment at household level), WES (Women's empowerment at the societal level), IWEH (Impediments in women's empowerment at the household level) and last IWES (Impediments in the women's empowerment at the societal level). In Confidence Interval is 95% and the Margin of Error is 0.05. The values which have the Pearson Correlation Sig value is if less than 0.05 then there is a correlation among the variables.

The conclusion of the tables showed that the impediments at household level have correlation with the women's emancipation at the household level and the impediments at the societal level have correlation with the women's emancipation

at the societal level in Gilgit-Baltistan. Moreover, all the variable is strongly statistical correlated to each other. The household impediments effect the household emancipation and the societal level impediments have effects on the societal level emancipation.

Chapter No. 7

DISCUSSION, CONCLUSION AND RECOMMENDATIONS

7.1. Discussions

In Pakistan, the status of women is below the line and where an average 1000 honor killings are being reported annually by the Aurat Foundation in 2011. Therefore, women are not allowed to struggle for their rights and stand up against the injustice of society. Few feminist, political backgrounds, and influential women, who are less than 5% of the total population, are authorized to work in public spheres and in political grounds. Few women, like Benazir Bhutto, she was the first women Prime Minister of Pakistan, and other figures, Sherry Rahman, Fehmida Mirza, Hina Rabbani Khar. In the context of Gilgit-Baltistan, not a single woman in the history contested election process and become the member of Gilgit-Baltistan Legislative Assembly (GBLA). In the present research study also stated that 78.5% of women have stated that politics in Gilgit-Baltistan is a male dominant, and more than 70% of women were stated that lack of political access restrains the women empowerment in Gilgit. Moreover, 80% of women are not even afflicted to any political party in Gilgit.

In Pakistan however, at the larger scale, women are disadvantaged or deprived due to social structured, as many examples of such cases like Mukhtaran Bibi, Tehmina Durrani, Malala Youafazi and Zanaib who were deprived by the male leading society. For example, Malala Youafazi has stood for female children education right, but the influential division (religious-cultural) of society has attacked her and tried to kill her and stop her voice (Ashfaq 2013., Adeel 2010., Rahman 2013., GOP 2000). Similarly, in Gilgit, 60% women are not political empower, 34% have no

access to mass media, 43% of women need some sort of permission to visited to another place like relative etc., 60% were stated that they have lack of separate educational institutions which restrain women educational empowerment, and 50% of the women's are fear of their husbands.

Women in Pakistan faced several violence's and suffered in the hands of violent perpetrators mostly due to social, political, and economic reasons. Women in Pakistan are not openly working at all the workplaces. Women harassment is high at workplaces, especially public offices. Moreover, women are not completely independent and are unbound to work and enjoy their lifestyle. Furthermore, the structure violence is also high in Pakistan, which restrains women from the meeting of their basic requirements and rights (Taj, Majid & Mirza 2004., Khan, Sajid 2011). The structure violence against women has been taken the form of a global outbreak which has been taken its peals on the physical, emotional, sexual, social, and economic life of the female (Sinha et al. 2017). Similarly, 66.6% of women have stated that violence against women is common, 43% of women have stated that early marriage system is also being practised by some segments, 72.3% of women have faced sexual harassment at universities, and 71.5% of women are facing sexual harassment at workplaces. Women have no separate court where 76.2% of females are confronting issues due to no female court system in Gilgit.

The status of women can be measured through four important features in any society, particularly in Pakistan. The procedures are the level of education,

employment status, political participation either direct or indirect and women's access to basic health care. Moreover, women autonomy and self-governing in decision making are also features of women's status (Nigar Malak 2012., Khan et al. 2012). Similarly, in Gilgit women are educationally empowered where 54% of women have access to modern education, 46% were employed, 48.5% have good health conditions, 48.5% women were being reinforced by the family in the decision-making process, 43.8% of them were independent in the health care system, 60% have the option to select their life partner, 46.2% of women are management both domestic and office work, and 64.6% of women have cast vote on their own choices.

Women in Pakistan have been tortured in the hands of numerous violent culprits primarily due to social and political motives and caused. The World Economic Forum's Global Gender Gap Report published in the year 2012, which stated that Pakistan is in the rank of 134th out of 135 countries (World Economic Forum, 2012:9). In Gilgit the gender gap has also existed where 75% of women have stated that women are now facing employment issues, 53.7% of women are now facing the financial problems, and 80% of women have stated that traditionalist religion reduces women's empowerment.

Moreover, the report has declared that Pakistan among the poorest and worst place for women in the world, in the region of South Asia. The present report published by the United Nations Development Program (UNDP), which ranked Pakistan at

123rd out of 148 countries in 2012 for the Gender Inequality Index (GII) which is worsened in the South Asia (UNDP 2013).

Furthermore, the decreased female education rate is one of the chief reasons for women's all-series of deficiency and the state of complete violence as knowledgeable and experienced by them. It also affects the low involvement in political grounds, economic and community activities. These explanations do not allow women to fight for their rights and independence (Mir 2012., Khalid Kazi 2012., Memon 2010). Similarly, 94% of women have stated that the social structure is the hurdle in the way of women empowerment and the major foundation is the inheritance right demoralized women in the society.

Although, in Gilgit-Baltistan not every woman is empowered and well educated. Only women at Hunza, Ghizer and Gilgit are educated and empowered. Rest of seven districts where literacy rate is very low, and women are still doing the traditional level jobs like take care of household affairs and families. Moreover, women participation in civil services is very less and when it comes to politics, in the history of Gilgit-Baltistan no women has contested election process and become a member of the Gilgit-Baltistan Legislative Assembly (GBLA). This showed that women involvement in politics is very less and less participation in civil services as well. In history, the education rate was very less, and nowadays some NGOs and Govt have put their efforts to enhance the women's education in Gilgit-Baltistan (Oxfam 2013).

Women in Gilgit-Baltistan are still facing numerous issues and impediments which curtail in women's empowerment. Few women are involved and have admission to modern level education, however, the majority of women in Gilgit-Baltistan are still confronting social and culture issue which compelled women within four walls (Nigar 2012). Women in Gilgit have employment issues as well, sexual harassment, lack of economic opportunities, religious factors, fear of father, lack of quality education, health care etc.

7.2. Conclusion

Women's empowerment is a concept in which women have the right to participate in all the walk of life like a male is doing or participating. In the context of Gilgit-Baltistan, the women are well educated and access to modern education and modern level facilities. However, this empowerment or education or facilities are only available to those women where NGOs are working. In Gilgit-Baltistan there are ten districts, only three districts Hunza, Gilgit and Ghizer, women are more likely empowered. In the rest of the districts, women are still facing problems and issues. The district Gilgit is the capital of Gilgit-Baltistan, where women from every district have representation. Women in Gilgit are still facing numerous issues and problems like harassment, lack of health care facilities, fear of father or brother, no participation in politics, and lack of female's courts and access to a social level decision. Moreover, women are facing financial and economic issues. However, many women are educated, doing a different kind of jobs, and involved in many social activities. But in the real level empowerment still, women of Gilgit are far

away from the concept. Women empowerment can be enhanced through education, access to health care, access to politics or encourage their political participation and give them inheritance facility or rights.

7.3. Recommendations

Women empowerment is very important for the smooth social process in society. Despite higher education, still, women in Gilgit-Baltistan are facing numerous issues. Based on the current research, it was recommended that:

1. To establish separate educational institutions for women, because women are facing abundant sexual harassment at universities.

2. There should be a separate court for women in Gilgit-Baltistan where women can be easily access and resolve their problems.

3. The inheritances right is very important to give women to empower them in society.

4. There must be ensured of women political participation, where 33% of seats were reserve for women in GBLA.

5. Special quota system must be introduced to enhance women's employment and empower them economically.

6. Discourage the state of early marriages from society, where the early marriages practices are still being practiced in many segments of people in Gilgit-Baltistan.

7. NGOs must be encouraged to work in the region and Govt need to enhance and invest in the women related development projects, which ensure the women's empowerment in society.

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ANNEXURE

Annex-I

IMPEDIMENTS IN WOMEN EMPOWERMENT: A CASE STUDY OF FEMALE RESISTANCE IN GILGIT-BALTISTAN

By
Mahnoor Baig

Research Student, Department of Sociology, Quaid-I-Azam University, Islamabad, Pakistan

Introduction
I am a research student, department of Sociology, Quaid-I-Azam University, Islamabad, conducting research study on the "Impediments in Women Emancipation: A case Study of Female Resistance" perspective from the women of Gilgit-Baltistan. I want your valuable view and opinions regarding the women's empowerment.

SECTION: A. SOCIO-DEMOGRAPHIC PROFILE OF RESPONDENTS		
S. No	**Category**	**Responses**
1	Age (Years)	1. 18-28　　2. 29-39　　3. 40-50　　4. Above 50
2	Education of Respondent	1. Below Matric/Matric　　2. Intermediate-Graduation　　3. Master　　4. Above Master　　5. Nill
3	Family Type	1. Nuclear　　2. Joint　　3. Extented
4	Monthly Income of Respondent	1. <20000　　2. 20000-30000　　3. 310000-40000　　4. 41000-50000　　5. Above 50000
5	Marital Status of Respondents	1. Married　　2. Unmarried　　3. Widow　　4. Separated　　5. Divorced　　6. Any other
6	Employment Status	1. Yes　　2. No
7	Nature of Job	1. Govt Job　　2. Private Job　　3. Business　　4. Unemployed　　5. Student　　6. Any other
8	Residency	1. Rural　　2. Urban
9	Health Status	1. Good　　2. Very Good　　3. Moderate　　3. Poor　　4. Very Poor
10	Political Empowered	1. To Great Extent　　2. To Some Extent　　3. Not at all
11	Mass Media Access	1. To Great Extent　　2. To Some Extent　　3. Not at all
12	Electronic Media access	1. To Great Extent　　2. To Some Extent　　3. Not at all
13	Print Media access	1. To Great Extent　　2. To Some Extent　　3. Not at all

SECTION: B. WOMEN's EMANCIPATION HOUSEHOLD LEVEL				
1. To Great Extent	**2. To Some Extent**			**3. Not at all**
S. No	**Category**	**Response**		
		1	2	3
14	You can pay the domestic utility bills			
15	Mostly educated women work or job			
16	Your family supports your decision of job			
17	You are managing your work and family			
18	You are performing daily household chores and care activities			
19	Free choice of life partner			
20	Caste vote on your own choice			
21	Know about modern contraceptive methods			
22	Need no permission to visit friends or family			
23	Contribution to total family earnings			
24	Decides about obtaining healthcare			
25	Read new paper every day			

SECTION: B. WOMEN's EMANCIPATION SOCIATAL LEVEL				
1. To Great Extent	**2. To Some Extent**			**3. Not at all**
S. No	**Category**	**Response**		
		1	2	3
26	Your job is according to your qualification			
27	You are doing job due to economic pressure			
28	You are doing job due to social pressure			
29	You have access to education			
30	You have access to health care			
31	Freely mobility from one place to another			
32	Participation in politics freely			
33	Access to job market			
34	Affliction with any political parties			

SECTION: C. IMPEDIMENTS IN WOMEN'S EMANCIPATION (INDIVIDUAL OR FAMILY LEVEL)				
1. To Great Extent	**2. To Some Extent**			**3. Not at all**
S. No	**Categories**	**Response**		
		1	2	3
35	Do not take decision due to fear of father			
36	Lack of health facilities to women			
37	Lack of separate educational institutions for girls			
38	Violence against women			
39	Early marriages deprive social status of women			
40	Limited decision-making authority of women in marital relationships			
41	High unemployment rate among females			
42	Lack of financial resources among women who want to enter politics			
43	Lack of policies of women empowerment at Household level			

SECTION: C. IMPEDIMENTS IN WOMEN'S EMANCIPATION (SOCIATAL LEVEL)					
1. To Great Extent		**2. To Some Extent**	**3. Not at all**		
S. No	**Categories**			**Response**	
			1	2	3
44	Religion limit the women emancipation				
45	Purdah and segregation decrease women status				
46	Social structure restricts women's movement				
47	Lack of inheritance right restrain women emancipation				
48	Low social and economic status of women				
49	Male biases inherent in public health system				
50	Sexual harassment of women in workplaces				
51	Sexual harassment of women in universities				
52	Patriarchal structure curtails women political participation				
53	Lack of women interest in politics				
54	Male domination of political parties				
55	Lack of policies of women empowerment at Govt level				
56	No female family courts				