**GENDER AND WORK**

**Capsule Statement:**

Gender is a main factor as regards to the division of work and wages across the globe. By developing a feminist understanding of work, this course explores women's historical and contemporary work experiences in formal and informal economies. Looking holistically at the issues of women’s work, such as gender-based discrimination, sexual harassment, and non- recognition of women’ work, this course focuses on the experiences of women in Pakistan. The course addresses some key questions regarding gender and work. Some of these questions are a)how gender changes the monetary benefits and worth of work b)what ‘counts’ as work when women do it, c)why are women paid less than men for the same work, d)why are certain categories of work marked as women’s work, e) does waged-work turns a woman into a truant mother and wife, f) why does women’s paid work remain invisible? And g) Why is there discrimination to include trans-genders in work-force and they are secluded as a group? Finally, this course explores strategies for the recognition of work of different genders and its integration into national economy.

#### Objectives:

After the completion of this course, students will be able to

* Understand the categories of work (productive labor/reproductive labor/, waged/unwaged) in the urban and rural settings
* Identify contemporary national and global issues relating to gender and work.
* Study global and local patterns of women’s work in the context of globalization
* Identify hurdles blocking women and transgender from entering into market economy
* Demonstrate an understanding of the changing global context of gender and work and the impact this has had on individuals and society.

#### Contents:

1. **Defining women’s work**
   1. Conceptual understanding of women and work
   2. Work and the Islamic Perspective
   3. Work, Gender and Economics: Paid work and Unpaid work

#### Theoretical Background

* 1. Labor in Capitalist Economies
  2. Labor in Socialist/ Communist Economies
  3. Islamic Perspective
     1. Concepts
     2. Challenges
     3. Comparisons
  4. Locating women work in different economies (Socialist, Communist, Capitalist, Islamic)
  5. Women’s productive and reproductive Work

#### Gender difference and inequality

* 1. A Survey of the Economic Global Data
  2. The context of South Asia
  3. The context of Pakistan

#### Gendered Division of Labour: Private Space

* 1. Family and Work
  2. Domestic Work
  3. Motherhood and Work
  4. Aging Women and Work
  5. Health Issues of Home-based Working Women
  6. Women in Agriculture
  7. Women in the Market Economy
  8. Women in Higher Education
  9. Women in Management

#### Gender Gap in Pay and Poverty, Trends

* 1. Gender, Workplaces and Processes of Exclusion
  2. Devaluation of “Feminine” Skills
  3. Differences in Occupations and Earnings of Men and Women

#### Labor Force Participation of Women:

* 1. Changing Trends
  2. New Policy Interventions
     1. The Role of the State
     2. The Role of the NGOs
     3. The Role of International Agencies
     4. Globalization and New Market Trends

#### Transgender and work

* 1. Analysis of available opportunities in Pakistan
  2. Issues of legal documentation and citizenship
  3. Issues of identity at workplace
  4. Discussion

#### Issues and Challenges

* 1. Sexual harassment at work place and economic exploitation
     1. The protection against harassment of women at the workplace act 2010
  2. Time management: Triple Burden Approach
  3. Societal attitudes: Stereo-typing

#### Development Planning in Pakistan with Gender Perspective

* 1. Government Policy and Planning for Women’s Development
  2. Analysis of Special Programmes In Pakistan
     1. Income Generating Schemes
     2. Poverty Alleviation Programme
     3. Gender Reform Action Plan
     4. Millennium Development Goals (MDGs)
     5. Sustainable Development Goals (SDGs)
     6. Labor force survey Pakistan

#### Suggested Readings:

Aguilar, Delia D., and Anne E. Lacsamana. (2004). *Women and Globalization*. Amherst, N. Y: Humanity Books.

Beneria, Lourdes & Feldman, Shelley. (1992). *Unequal Burden: Economic Crises, Peristent Poverty, and Women’s Work. Boulder.* West view.

Christensen, K. 1988. Women and home-based work: the unspoken contract. New York: Holt. Dubeck, Paula, and Kathryn M. Borman. (1996). *Women and work: a handbook*. New York:

Garland Pub.

Kabeer, Naila. (2000). *Bangladeshi Women Workers & Labour Market Decisions: The Power to Choose*. New Delhi, Vistar Publications

Loutfi, Martha Fetherolf. (2001). Women, Gender and Work: What is Equality and How Do We Get There? Geneva: International Labour Office.

Mies, Maria. (1986). *Patriarchy & Accumulation on a World Scale: Women in the International Division of Labour.* London: Zed Books.

Mirza, Jasmin. (2002). *Between Chaddor & the Market: Female Office Workers in Lahore*.

Karachi, Oxford University Press.

Poya, Maryam. (1999). *Women, Work and Islamism: Ideology and Resistance in Iran*. London: Zed Books.

Shahid, Ayesha. (2010). *Silent Voices, Untold Stories: Women Domestic Workers in Pakistan and Their Struggle For Empowerment.* Karachi: Oxford University Press.

Shiva, Vandana. (2001). *Yoked to Death: globalization and Corporate Control of Agriculture.*

New Delhi, Research Foundation for Science, Technology and Ecology.