ABSTRACT BOOK

1st National Conference on
DEBATES IN CONTEMPORARY
GENDER ISSUES

25th April, 2019

DEPARTMENT OF GENDER STUDIES

UNIVERSITY OF MANAGEMENT AND TECHNOLOGY, LAHORE

UMT
UNIVERSITY OF MANAGEMENT AND TECHNOLOGY

DEPARTMENT OF GENDER STUDIES

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Rector, UMT

CONFERENCE MANAGEMENT

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Conference Chair
 Dean, SSS&H, UMT

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Conference Coordinator
Senior Officer Academics, Department of Gender Studies, UMT

ACKNOWLEDGMENT

Department of Gender Studies is extremely thankful to UMT administration and our sponsors. Without their support it would not be possible for us to organize this conference successfully. Our special thanks goes to the following;

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- University of Management and Technology
- Team, Department of Gender Studies
- Students, Department of Gender Studies

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TABLE OF CONTENTS

About UMT

UMT is a project of Institute of Leadership and Management (ILM) Trust. ILM was established in 1990 by leading educationists, professionals, and industrialists with an aim to enhance the organizational and individual effectiveness. Guided by the noble mission of helping others in actualizing their limitless human potential to its finest shape, ILM sought to respond to the challenges of information-based economy, globalization, and ever increasing complexity. The University of Management and Technology has evolved into a premier institution of higher learning in the country. It is recognized by the Higher Education Commission (HEC) as a 'W4' category (highest rank) university. For more than two years, UMT was also at the top as per HEC ranking in General Category (medium-sized) of private sector institutions in the Punjab. UMT has also been named among the top 500 in QS Asia University Rankings 2019.

UMT – now an independent, not-for-profit, private institution of higher learning – received her degree-granting charter first as the Institute of Management and Technology (IMT) in 2002 through an Act of the Assembly of the Punjab. Later, on 16 June 2004, IMT became University of Management and Technology through the passing of a similar Act by the Punjab Assembly.

In September 2007, the Higher Education Commission (HEC), Pakistan, upgraded the category of UMT from 'Category X'/ previous 'Category B' to 'Category W'/ previous 'Category A'.

UMT offers a broad range of 125+ bachelor, master and doctoral degree programs in disciplines such as Commerce, Accounting, Business Administration, Banking and Finance, Business and IT, Computer Science, Economics, Education, Electrical Engineering, Aviation, Management, Supply Chain, Textile Engineering, Industrial Engineering, Information Systems, Linguistics, Media and Communication, School Management, Social Sciences, Educational Leadership Management, Law, English Language Teaching, and many more. All academic programs meet HEC criteria. The Pakistan Engineering Council (PEC) has accredited BS Electrical Engineering, BS Mechanical Engineering, BS Civil Engineering and BS Industrial Engineering programs while the BBA and MBA programs are accredited by the National Business Education Accreditation Council. The National Computer Education Accreditation Council (NCEAC) has accredited the BS Computer Science, Software Engineering and BS Information Technology programs. Pakistan Council of Architects and Town Planners (PCATP) has granted accreditation to BS City and Regional Planning and B. Architecture program. The Pakistan Bar Coucil (PBC) has also accredited the LLB program. Quality assurance systems as suggested by HEC have been implemented at UMT.

At present, fourteen schools and five institutes are operating under the umbrella of UMT, namely: School of Architecture and Planning (SAP), School of Business and Economics (SBE), School of Commerce and Accountancy (SCA), School of Engineering (SEN), School of Food and Agricultural Sciences (SFAS), School of Governance and Society (SGS), School of Health Sciences (SHS), School of Law and Policy (SLP), School of Professional Advancement (SPA), School of Science, School of Social Sciences and Humanities (SSS&H), School of Systems and Technology (SST), School of Textiles and Design (STD), School of Media and Communication Studies (SM&CS), Institute of Aviation Studies (IAS), Institute of Clinical Psychology (ICP), Institute of Communication and Cultural Studies (ICCS), Institute of Islamic Banking (IIB) and Institute of Islamic Perspective and Guidance (IIPG).

UMT distinguishes itself with 650+ faculty members including 160+ PhDs, 18,000+ alumni-ae and 17,000+ students from 100 districts of Pakistan and 18 countries across the globe. The University has state-of-the-art science, engineering and textile laboratories, computer network, well-stocked library with over 130,000+ books and digital resources to facilitate learning and research. The University also offers generous financial assistance to students. Scholarships and merit based awards are being availed by a large number of students.
www.umt.edu.pk

About Department

Department of Gender Studies was established in Fall 2016, having focus on the subject of Gender Studies as an interdisciplinary field of intellectual inquiry which includes exploration of the diverse experiences of women in national as well as international context. The department is established with the purpose to nurture a new group of social scientists, social workers, policy makers and development professionals who will examine Gender issues in Pakistan from a scientific lens. The Department is offering MPhil in Gender Studies and BS in Gender Studies. These degrees are innovative because of interdisciplinary and holistic approach to the issue of gender. The programs are committed to multicultural curriculum that sustains and integrates diverse standpoints and offer students an opportunity to explore Gender from the perspective of intersectionality to build a meaningful understanding of the subject.

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Messages

Conference Patron: Dr. Muhammad Aslam (S.I.)
Rector, UMT

University of Management and Technology always promotes and facilitates research culture within the university. We encourage departments to conduct national and international conferences not only to contribute in the existing body of knowledge but also to engage and train the students as future researchers. This year many national and international conferences have been conducted as well.

I am pleased that the Department of Gender Studies has organized this conference on Contemporary Gender Issues. This Department has contributed considerably since its inception at the School of Social Sciences and Humanities. I hope they will keep organizing such conferences in the future and Department of Gender studies will provide a platform for meaningful research activities.

I thank all the distinguished guests, presenters and participants for joining us and sharing their insight on gender issues.

Conference Chair: Prof. Dr. Rukhsana Kausar
Dean, School of Social Sciences and Humanities, UMT

In today's globalized world gender has become a space of key focus in all development programs. Gender has been the main concern in Millennium Development Goals (MDGs) and also a cross cutting theme in Sustainable Development Goals (SDGs). However, Pakistan yet is far from achieving the desired results in gender indicators. The Department of Gender Studies at University of Management and Technology (UMT) is relatively a new Department in the School of Social Sciences and Humanities but i foresee this Department growing fast in the near future.

I am pleased to see that the Department of Gender Studies took this initiative to provide a platform for scholars, academicians, researchers and policy makers to debate on Contemporary Gender Issues faced in Pakistan. It was a much needed step indeed and I believe that researchers and scholars from academia and development sector will deliberate on diverse gender related issues and challenges, and come up with tangible solutions. We received a good number of abstracts on conference sub themes from all provinces of Pakistan. Researchers from allied disciplines and members from Government and Non-Government organizations will be contributing in the form of research papers, keynote speeches and panel discussion.

The conference will provide a unique opportunity to students, scholars, academicians and researchers not only to interact, share knowledge but also to learn from each other. I appreciate untiring efforts of the organizers of the conference and congratulate them for organizing such a commendable event. I welcome all the delegates of the conference at UMT and wish them a happy stay in Lahore.

Conference Convener: Dr. Ambreen Salahuddin

Chairperson, Department of Gender Studies, UMT

It is a moment of pride for the Department of Gender Studies to hold 1st National Conference on "Debates in Contemporary Gender Issues". Being a pioneer Department of Gender Studies in private sector universities of Pakistan, we aim to promote indigenous gender discourses in Pakistan. We are aware of the complexities attached with sharing concerns over gender issues. In terms of gender rating, we belong to a country which is at number 148 out of 149 countries in global gender gap index.

We are happy to provide a platform to present and share research in the fields of gender and women studies as we are not only sharing concerns on chronic gender issues but also seeking solutions.

We are also glad to share that we reviewed meaningful abstracts on diverse themes and we are hopeful that this conference will prove to be beneficial for researchers, faculty members and participants.

Keynote Speaker: Ms. FauziaVaqar

Chairperson, Punjab Commission on the Status of Women, Lahore

Women's empowerment entails an increase in their ability to control their own lives and to determine choices. It should result in an improvement in their social and economic status manifest in improved access to opportunities and resources; increased sense of self-worth; better mobility; eradication of gender based violence and; better participation in decision making related to their own lives as well as that of their children. Women's current status in Pakistan highlights the dire need to work on all aspects of their lives, from improved birth registrations to better schooling, transition to decent work and improved participation in public and political processes.

Together, we need to reflect and deliberate on strategies and measures to achieve women's empowerment in a manner that helps half the population of Pakistan achieve their fundamental human rights and live with dignity. Pakistan's commitments to the 17 Sustainable Development Goals cannot be met if drastic improvements in all indicators of women's lives are not made.

Ms. FauziaVaqar will deliver her keynote address on the topic "Determinants of Women's Empowerment in Pakistan with Special Focus on Power and Control over Choices".

Keynote Speaker: Justice Ayesha A Malik

Judge, Lahore High Court

Mrs. Justice Ayesha A. Malik studied law at the Pakistan College of Law and did her LL.M from Harvard Law School. She was elevated as Judge Lahore High Court, Lahore in 2012.

Justice Malik is a green judge of the Lahore High Court hearing environmental matters in constitutional jurisdiction. She has authored several notable judgments with specific reference to the rights of women holding gender quotas to be discriminatory, based on stereotype roles and Social expectations.

Justice Malik has worked on automation and case management to oversee the pace of litigation for effective and speedy dispensation of cases. Currently she chairs the Judicial Officers Female Supervisory Committee which looks at all issues related to female judicial officers. As member of the Board of the Punjab Judicial Academy she developed a course on gender sensitization for court processes and put together a handbook on environmental laws for the benefit of the courts dealing with environmental matters.

Justice Ayesha A Malik will deliver her keynote address on the topic "Role of Judiciary in Addressing Gender Based Violence in Pakistan".

One Day National Conference on Debates in Contemporary Gender Issues

Conference Program

April 25, 2019 (Thursday)

Venue: Seminar Hall, University of Management and Technology (UMT), CII, Johar Town, Lahore

8:30 am-8:55am	Reception and Registration
8:55am -9:05am	Guests to be Seated
9:05am-9:10am	Recitation of the Holy Quran and National Anthem

	Welcome Address by the Conference Convener Dr Ambreen Salahuddin, Acting Chairperson, Department of Gender Studies, UMT
	Keynote Speech 1(Guest of Honor) Determinants of Women's Empowerment in Pakistan with Special Focus on Power and Control over Choices Ms. Fouzia Vaqar, Chairperson, Punjab Commission on Status of Women
Inaugural Session 9:10am-10:15am	**Keynote Speech** 2(Guest of Honor) Role of Judiciary in Addressing Gender Based Violence in Pakistan Justice Ayesha A Malik , Lahore High Court
	Address by Chief Guest
	Address by the Patron Dr Muhammad Aslam (S.I.), Rector, UMT
	Vote of Thanks by Conference Chair Prof Dr. Rukhsana Kausar, Dean, School of Social Sciences and Humanities, UMT
	Tea and Networking 10:15am – 10:30am

Session A: Issues of Gender Identities and Health

Session Chairs:
- Dr. Rubeena Zakir, Professor, Institute of Social and Cultural Studies, University of the Punjab, Lahore.
- Dr. Shoaib Pervaiz, Associate Professor/Chairman, Department of Political Science and International Relations, UMT, Lahore.

Working Session **A** 10:30am-11:45pm	***Micro Analysis of Transgender Life: A Case Study of "KHUSRAYAN DA MUHALLA" at Jalalpurjattan, Gujrat*** Muhammad Sharif Baloch, Hina Ashraf, Maham Tariq and Hadia Batool, Department of Sociology, University of Gujrat, Gujrat. ***Suicidal Ideation and Self-Harm in Transgender Community Due to Social Exclusion*** Rabbia Javaid, Dr Asma Khalid and Dr. Ch Shoaib Akhtar, Department of Public Administration, Fatimah Jinnah Women University, Rawalpindi. ***The Rights and Status of Transgender in the Light of Islamic Teaching and Correlated Challenges in Pakistani Society*** Dr. Abdul Muhaimin, Department of Islamic and Religious Studies, University of Haripur, Haripur. ***Comparative and Exploratory Study of Issues and Challenges of Transgenders (A Case Study of Lahore)*** Hafiza Nasiha Sarwar, and Yasar Mahmood, Department of Statistics, Government College, University, Lahore. ***Survival and Struggle in the Sex Industry: KhuwajaSira Sex Worker and Management of Occupational Risks*** Shermeen Bano, Department of Sociology, University of Management and Technology, Lahore. ***Biomass Emissions and Effects: A Study of Women's Health in Rural Punjab (Pakistan)*** Nabeela Farah, Izhar Ahmed Khan, University of Agriculture, Faisalabad.

Gender Differences in Social Media Addictions, Cyber Bullying Victimization and Mental Health Problems in University Student
Nida Zafar, University of Punjab, Prof. Dr. Rukhsana Kausar, School of Social Sciences and Humanities, UMT and Prof. Dr. Ståle Pallesen, University of Bergen, Norway.

Image of Motherhood in Feministic Debates: A Theoretical Perspective
Azher Hameed Qamar and Ammara Hashmi, Department of Psychology, University of Management and Technology, Lahore.

Does Gender Inequality in Higher Education Associated to Social Anxiety Disorder and Schizophrenia?
Hina Jalal, Department of Education, Government College University Faisalabad.

Gendered Insight into Problems of Inclusion for Students with Special Needs
Zofishan Amjad and Dr.Ambreen Salahuddin, Department of Gender Studies, University of Management and Technology, Lahore.

Experiences and Implications of Divorce: A Gendered Perspective
Syeda Sabika Rizvi and Iram Rasheed, Department of Gender Studies, University of Management and Technology, Lahore.

Q & A Session, Concluding, Remarks by Session Chairs and Certificate Distribution

Session B: Gender Representation in Literature and Media
Session Chairs:
• Dr. Mughees Uddin Sheikh, Professor/ Dean, School of Media and Communication Studies, UMT, Lahore.
• Dr Muhammad Shaban, Associate Professor, Department of English Language and Literature, UMT, Lahore.

Working Session B 11:50am -1:00pm	*A Study of the Gendered use of Power and Violence in Postcolonial Novel* Prof. Zakia Nasir, Lahore College for Women University, Lahore. *Representation of Gender through Framing: A critical Discourse Analysis of Hillary Clinton's Speeches* Safina Kanwal, and Dr. Maria Isabel, Department of English Language and Literature, University of Management and Technology, Lahore. *Economy as Savior of Patriarchy: A Feminist Critical Discourse Analysis of Drama Seria "GHAIRAT"* Farzana Masroor, Tehreem Wali and Zunaira Zafar, Air University, Islamabad. *Gendered Internet: Opportunities and Challenges for Pakistani Women* Dr. Qaisar Khalid Mahmood, Department of Sociology, International Islamic University, Islamabad. *Semantic Analysis of the Stereotyped Roles of Women as Shown in Pakistani Popular Plays* Alvina Wasim, Forman Christian College, Lahore. *Portrayal of Discrimination against Hijab Wearing Muslim Women in British Media* Saadia Rasheed and Dr. Maria Isabel Maldonado Garacia, Department of English Language and Literature, University of Management and Technology, Lahore. *Gender Construction and Linguistic Sexism in Pushto Proverbs* Muhammad Zahid and Muhammad Iqbal, Abdul Wali Khan University, Mardan.

The Unspeakable: A Study of Aphonic Exploitation of Women in Pakistan Shrines in Ahmed Nadeem Qasmi's "A LAMENT"
Fatima Syeda, Department of English, Forman Christian College, Lahore.

Gender Fixation: The Deconstruction of ghosts and invisibility in Black-Eyed Women, a short story by the Author of The Refugees, Nguyen, Viet Thanh
Ilyas Babar Awan, Department of Translation and Interpretation, National University of Modern Languages, Lahore.

Q & A Session, Concluding Remarks by Session Chairs and Certificate Distribution

Parallel Session B1: Gender Dynamics in Education

Session Chairs:
- Dr Hazirullah, Associate Professor/Chairman, Department of Sociology, International Islamic University, Islamabad.
- Dr Ahmad Usman, Assistant Professor, Institute of Social and Cultural Studies, University of the Punjab, Lahore.

Parallel Working

Session B1

12:00pm- 1:00pm

Feminism in International Relations: Representations and Perceptions in Pakistani Academia
Rabia Akram, and Dr. Fatima Sajjad, Department of Political Science and International Relations, University of Management and Technology, Lahore.

Examining the Gender Differences in the Effects of Diet Quality on Classroom Performance: A Study of Intermediate Student
Sehrish Batool, AsmaYunus, Shahzad Khaver Musthaq, Muhammad Bilal and Umee Kalsoom, University of Sargodha, Sargodha.

Teachers Construction of Identity in a Gendered Environment
Dr. Seema Arif and Safia Iqbal, Department of Education, University of Management and Technology, Lahore.

Gender - A Precursor of Psychosocial Adaptation in University Students
Marva Sohail, Aruba Ayub, Fizza Ali ,Noor Fatima, TanzilaWali and SairaMaqsood, Lahore Garrison University, Lahore.

School Feeding in Pakistan
Aasma Fayyaz and Ayesha Fayyaz, Department of Gender Studies, University of Management and Technology, Lahore.

Gender and Leadership: Women in Academic Leadership in Pakistani Universities
Dr. Hazirullah, Department of Sociology, International Islamic University, Islamabad.

Parental Capital and Students' Gender as major determinants of their Academic Performance
Akbar Ali and Muhammad Zahid, Govt College Muree and International Islamic University, Islamabad.

Q & A Session, Concluding Remarks by Session Chairs and Certificate Distribution

Lunch and Prayer Break
01:00pm - 02:00pm

Panel Discussion: 02:00pm – 3:00pm
Title: Contemporary Debates in Gender Studies: Insights from Academia and Civil Society

1. **Ms. Bushra Anjum Butt,** MPA Punjab, Chairperson Standing committee on education, Punjab Assembly.
2. **Prof Dr. Mumtaz Akhtar,** Chairperson, Department of Education, University of Management and Technology, Lahore.
3. **Dr. Naveda Kitchlew,** Acting Dean, School of Business and Economics, University of Management and Technology, Lahore.
4. **Dr. Subha Malik,** Chairperson, Department of Gender and Development Studies, Lahore College for Women University, Lahore.
5. **Mr. Waqar Haider Awan**, CEO, Complete Human Resource Solution, Islamabad.
6. **Dr. Noor ul Zaman Rafiq,** CEO, Phoenix Foundation for Research and Development.
7. **Nestlé's Representative**

Session C: Indigenous Debates in Women Empowerment

Session Chairs:
- Dr. Nida Kirmani, Associate Professor, Department of Sociology, Lahore University of Management Sciences, Lahore.
- Dr. Basharat Hussain, Assistant Professor /Acting Chairperson Department of Sociology, UMT, Lahore.

Working Session C	
3:00pm-4:10pm	*Reserve Seats for Women in Pakistan: Reinforcement of Patriarchy and Powerlessness* Dr. Abeeda Qureshi and Sara Ahmed, Department of Political Science and International Relations, UMT
	"Diversity Paradox" Stigmatization of Quota Women in Pakistan Dr. Akhlaq Ahmad, International Islamic University, Islamabad
	Women's Economic Emancipation in an Islamic Perspective: Challenges in Pakistan Dr Rabia Gul and Saleha Irfan Khan, International Islamic University, Islamabad.

Gender Equality and Women Empowerment for Sustainable Resilient Recovery and Disaster Reduction
Dr. Saima Gulzar and Rumana Khan Shirwani, School of Architecture and Planning, UMT.

Gender Differences in Creative Coping Strategies
Marva Sohail, Malik Majid, Ahsan Ullah and Nida Zafar, Department of Psychology, Lahore Garrison University, Lahore.

Gender perspective of Knowledge and Level of Awareness about Nikkah Nama Reforms and its Clauses among Unmarried People of Lahore
Memoona Arjumand, Subha Malik and Nayab Javed, Department of Gender and Development Studies, Lahore College for Women University, Lahore.

The Challenges Entrepreneur Women Face and How Their Motivation Leads to Successful Life
Sadia Nawaz Kahoot, Imran Mahmood and Tehmina Akmal, Department of Psychology, University of Management and Technology, Lahore.

Madam Behind the Wheel: Exploring the Lived Experiences of Female 'Captains' in Careem Taxi Service
Naqib Hamid and Maham Ali, Institute of Social and Cultural Studies (ISCS) and LGS International Degree Programme.

Decision Making: The Determinant of Social Exclusion among Pukhtun Women in KPK
Dr Hussain Ali, Department of Sociology, Dr. Muhammad Tariq, Department of Economics and Faiza Begum, Abdul Wali Khan University, Mardan.

Intra-Party Opportunities and Challenges Faced by Women Legislators in Punjab
Nayab Javed, Department of Gender and Development Studies, Lahore College for Women University, Lahore and Dr. Ra'ana Malik, Department Gender Studies, University of the Punjab, Lahore.

Q & A Session, Concluding Remarks by Session Chairs and Certificate Distribution

Session D: Gender Based Violence: Challenges of Workplace

Session Chairs:
- Dr. Sarah Shahed, Professor, Department of Psychology, FC College. Former Chairperson, Department of Gender and Development Studies, LCWU, Lahore.
- Dr. Sadia Saleem, Associate Professor, Institute of Clinical Psychology, UMT, Lahore.

Working Session **D** **4:10pm - 5:15pm**	***What Went Wrong? Exploring the Reasons behind Violence against Minor Domestic Helpers in the Hands of Educated Female Masters*** Saima Khan, Sophia University, Tokyo, Japan. ***Causes and Consequences of Honor Killing in Punjab, Pakistan*** Muhammad Bilal, Asif Ali and Sehrish Batool, University of Sargodha, Sargodha. ***Loosing Confidence: An Action Research Report on Student Nurse at the Koohi Goth Hospital, Karachi*** Syeda Ummul Baneen Rizvi, Habib University, Karachi. ***Examination of Female Responses to Harassment in Academia*** Moeeza Nisar, Rafia Faiz and Humaira Asad. Institute of Business Administration, University of the Punjab, Lahore. ***The Relationship between Emotional Intelligence and Job Burnout in Employee of Telecom Sector*** Ruqayya Bano and Dr. Bilal Aslam Sufi, Lahore Garrison University, Lahore. ***Perception and Awareness about Workplace Harassment Act among University Students*** Iqra Rass and Iram Rasheed, Department of Gender Studies, University of Management and Technology, Lahore. ***Impact of Cyber Bullying on Undergraduate Students' Academic Achievements in Universities of Lahore*** Sadaf Saleem and Iram Rasheed, Department of Gender Studies, University of Management and Technology, Lahore.

Complexities of Intersect Marriages: Reflections from Lahore
Saher Shafique and Dr. Ambreen Salahuddin, Department of Gender Studies, University of Management and Technology, Lahore.

Stigmatization of Women Police Officers: Perceptions from Lahore
Asma Akram and Dr. Ambreen Salahuddin, Department of Gender Studies, University of Management and Technology, Lahore.

Q & A Session, Concluding Remarks by Session Chairs and Certificate Distribution

5:15pm- 5:45pm	**Tea and Networking**

Session A

Issues of Gender Identities and Health

Micro Analysis of Transgender Life:
Case Study of "Khusrayan Da Muhalla" at JalalpurJattan, Gujrat

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Abstract

The current study sets forth the underpinnings of micro level problems of transgender in Gujrat, Pakistan. The major purpose of this study was to understand the cultural patterns of transgender community and root of problems being faced by transgender. Transgender living in the Khusaryan Da Muhalla, JalalpurJattan, Gujrat were the targeted participants. Using ethnographic exploration with unobtrusive observations at a cultural event (Kattah), 15 semi-structured in-depth interviews, 3 focused group discussions (FGDs) and 9 narrated case studies depict the micro level problems of transgender who are being forced to live in that community. The findings were allied with a theoretical perspective of queer theory and micro sociology. According to current study transgender, first of all, face the problem of identification which is often being associated with the social class of parents and further shapes the transgender life. This identification is the main problem which compels the transgender into the community life with people like themselves. In addition, transgender have to tackle with their feminine nature and professionalism at the same time. Transgender think of their Guru at their guardian but he or maybe she is like a pimp selling his/her pupils or kids. Basically, the narratives were analyzed using various anthropological techniques to understand the influence of symbolic interactionism on transgender and queer theory as a backup to aid the deprivation side of transgender. Various problems were categorized under the notion of socio-economic problems which put transgender in a state of double misery as one is suffering from internal issues and financial issues at the same time. In a nutshell, transgender are stigmatized because they are more like women by actions and feelings which in a patriarchic society akin, Pakistan is the real problem. This study is highly significant because it may empathically see this segment of society as a result of self. Further, in future it may provide theoretical framework to understand the root causes of transgender problems and also comprehend the culture of transgen.

Keywords: *Transgender, Culture, Problems of transgender, Micro analysis, Professionalism in transgender life.*

The Rights and Status of Transgender in the Light of Islamic Teachings and Correlated Challenges in the Pakistani Society

Dr. Abdul Muhaimin
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University of Haripur, KP.
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Abstract

Being a complete code of life Islam has conferred complete humane rights to transgender but the on ground realities in regard with the status of transgender are reverse. The main purpose and objective of this study would be to highlight the real status of transgender in the light of Islamic teachings, their various kinds, their marriages, their funerals etc. The overall role and character of the society regarding transgender and the real issues faced by transgender would be emphasized upon during the research. Their positive and productive role in early days of Islam and in Mughal Empire would be drawn attention too.

The research would mainly base upon descriptive research methodology including few interviews as well. The key findings would include the issues faces by transgender in regard with their identity, employment, education, health, harassment and many more. The research would conclude on few solid and practical suggestions for the betterment of transgender i.e. possible legislations, shelter homes and community centers, the status of transgender in few other countries, and future framework for betterment, and our individual and collective responsibilities on the said issue.

Keywords: *Transgender, Islam, The practices of Prophet, Society and social issues.*

Comparative and Exploratory Study of Issues and Challenges of Transgenders (A Case Study of Lahore)

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Abstract

Gender is a universal social construct that display power over every individual in our society. Transgender is a broad term used to describe those whose gender, gender identity, or gender expression is in some sense different from, or transgresses social norms for, their assigned birth sex. Living in the world today, although there is a higher tolerance for transgender then in the past, can be a very hard thing. Normal things such as applying for jobs, buying a house or getting married can be either very difficult to do or unattainable for some people.'

The purpose of this study is to explore about transgender and the discrimination that transgender face. Transgender experiences and understanding of the mental health system in hopes of learning how to best improve clinical approaches to meet the needs of this population will be investigated in this research. The present study highlights the challenges, issues and agony of transgenders and explores how transgender is compared in our society with other people in different aspects of life. This study will elaborate on these various themes, and will suggest ways in which trans-phobia can be challenged in any context, including in the workplace, in educational institutes, in health care, in social services and at home.

Network sampling has been used for the selection of areas and respondents. The population for this research consisted of all transgender from different areas of Lahore city. In this research, data

collection tool is a questionnaire. Questionnaire was divided into some demographic and study related questions.Pie charts have been used as descriptive statistical measures to analyzing the data and for graphical representation. Pearson chi-square test of association has been used and is useful in decision making about the statistical significance and the relationship among two or more variables. Factor analysis has been carried out in extracting the challenges and issues of transgender.

Face to face interviews were conducted within a period of two weeks for data collection. The results showed 40.48% of the transgender badly ignored by the society is the main reason behind their mental sufferings, 45.01% of transgender believes they are distracted by the people because people believe they have no class to belong whereas 30.21% came up with the decision that despite of all the issues and problems they are facing they are satisfied by the standard of their living. According to Pearson chi square and Z-Test; Mental illness and involved in intimate relationships are the two major underlying issues of transgender that shows highly association and dependence on various other factors. The results of factors analysis revealed that following are the major intricacies highlighting the major 14 factors that are Social Dogmas, Quantum of Cultural Input, Ecclesiastical Practices, Societal Marginality, Substance Abuse, Suppressed Rights, Mental Seizure, Intimate relations at cross roads, Security, Disturbed Society, Spiritual Feelings, Hygienic provisions, Amused Gender and Ignorance.

Keywords: *Transgender, Pearson Chi-Square test, Factor analysis, Mentalseizure, Societal marginality, Network sampling.*

Survival and Struggle in the Sex Industry: KhwajaSira Sex Workers and Management of Occupational Risks

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Abstract

This paper discuss the findings from 30 in-depth interviews with khwajasira sex workers in Lahore. I argue that everyday lives of khwajasira sex workers are managed through construction of a continuum of risk that rests on categorization of particular forms of occupational hazards. The perception and categorization of these hazards is done with respect to their perceived consequences for the sex worker and the khwajasira community along with the degree of control khwajasiras believe they have over minimizing the probability of a risk occurring. According to the findings of the study, health-related issues especially those concerning HIV were not entirely absent yet appeared on the lower end of the risk continuum as a result of both, presence or absence of comprehensive state/NGO led strategies to manage health risk at work. A significant level of anxiety in KSWs stemmed from the risk of violence at work or violence resulting from their association with sex work. However, as a result of wide ranging screening and protection strategies developed within khwajasira communities to reduce violence, as well as internalized homonegativity of individual khwajasira sex workers, violence related hazards were given less attention as compared to emotional risks. Emotional risks were prioritized over both, health related and violence related risks in both, street-based sex workers and brothel workers despite key differences in construction of their continuums of risk. Importantly, the paper argues that key insights about organizational structures of khwajasira sex industry and the associated occupational hazards can be inferred by understanding the indigenous categorizations of risk employed by khwajasira sex workers. Moreover, the salience of often ignored emotional cost of sex work for khwajasiras and its consequent implications for health policy are also discussed.

Keywords:*Khwajasira, Prostitution, Health, Occupational hazards, Risk management, Sex workers.*

Biomass Emissions And Effects: A Study of Women's Health in Rural Punjab (Pakistan)

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Abstract

Indoor air pollution from burning of biomass fuels is a major health problem in developing countries. Biomass is an affordable energy source for poor rural people. But it does not burn cleanly, releasing the highest level of emissions and contains hundreds of compounds that have serious impact on women's health. This study estimated the health effects of exposure to smoke from burning of agricultural waste, dung cakes and wood used in three districts of Punjab (Pakistan).

The present study was done by employed a multistage random sampling technique. Data collected from 480 women was analyzed by using ordinal and multivariate logistic regression models and presented in the form of mediation, moderation and interaction effects. Daily biomass fuel exposure and health outcomes were self-reported. Interactions of fuel, stove and kitchen were conducted to evaluate the health effects.

The results show the odds of having more frequent headaches increased (OR =3.62, p=.001) when dung cake was used in conjunction with blocked kitchen. Similarly, the odds of having more frequent chest pain increased (OR =8.05, p=.026) when wood was used in mid-brick stove. The interaction between dung cake and time spent in the kitchen was significant. It results in higher odds of having more frequent cardiac disease by a factor of 5, when dung cake was used for 7-9 hours in the kitchen. Likewise, incomplete combustion caused by insufficient amount of air accounts for association between wood use and coughing. Findings show the relationship between income and breathing problem was partially mediating by the use of agricultural waste and the odds of more frequent breathing problems in the low income group were more than double (OR=2.32, p=.002) that of the high income group. This study did not find the interaction of kitchen ventilation or kitchen construction with women's health.

It was investigated that the use of inferior biomass fuels is significantly associated with chest pain, coughing, asthma, breathing problems, headache and eye allergy. The conclusion of this study provides a strong case for public health policy discussion and programs to reduce exposure to smoke from biomass fuel. To encourage the use of cooking stoves and chimneys in kitchen can perform strongly to control indoor constraints specifically in kitchen.

Keywords: *Biomass, Fuel, Cooking, Smoke, Health outcomes.*

Gender Differences in Social Media Addiction, Cyber Bullying Victimization and Mental Health Problems in University Students

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Abstract

The present research is aimed to investigate gender differences in social media addiction, cyber bullying victimization and mental health problems in university students. The sample consisted of 453 Pakistanis students from different public and private universities of Lahore, Pakistan. For assessment, Social Media Addiction Scale (Andreassen et al, 2014), Bullying Victimization Scale (Stewart, Drescher, Maack, & Young, 2014) and the Mental Health Inventory (Veit&Ware, 1983) were used. According to cutoff scores, 91% women (M=28.75, SD= 1.43) and 79% men (M=26. 22, SD= 2.76) were addicted to social media. Significantly more women were posting on Snapchat, Instagram, WhatsApp and Facebook compared to men. Findings revealed that girls were more cyber victims, whereas boys were more cyber perpetrators. Regression analysis further revealed that social media addiction positively predicted depression, anxiety and cyber bullying victimization in women. Moreover, Social media addiction positively predicted cyber perpetration in men. The research has important implications for policy makers and educationist to identify the factors of alarming high use of social media in women and to devise strategies to reduce it.

Keywords: *Social media addiction, Cyber bullying victimization, Mentalhealth, Gender, Students.*

Images of 'Motherhood' in Feministic Debates: A Theoretical Perspective

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Abstract

This paper offers the theoretical reflections on the two contradictory images of 'motherhood' in feministic debates that were presented in first author's research project on Infant Health Care Belief Practices and Social Value of the Child in Rural Punjab. Primary objective of this paper is to unearth the parallels and interconnections between the social value of the child and the social value of the 'mother'. The notion of motherhood is interested as it connects the rarely explored link between the social value of the child and social value of the woman (as mother) and discusses how women's lives are changed by motherhood in specific socio-cultural contexts. The anti-motherhood approach views motherhood as a form of patriarchal victimizations and woman submission to assign domestic 'confinement' to a woman. However, considering the social value of the child for a woman (particularly in pronatal societies) has shifted the anti-mother thesis to the viewpoint of 'motherhood' as an identity that represents power, control, and access to resources. Hence, the two contrasted images emerged from these feministic debates situate the scholarly nexus of women and childhood studies. To be specific this paper is narrowly focused on feministic debates on motherhood and Pakistani socio-cultural context.

Keywords: *Feministic debates, Motherhood, Socio-cultural context, Values.*

Does Gender Inequality in Higher Education Associated to Social Anxiety Disorder and Schizophrenia?

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Abstract

Gender differences are prevalent across the globe. In last two decades, more attention on gender inequality in under-developed countries. Among most prominent traits associated to gender inequality influenced female perceived behavior and performance. Such as, parameters of social anxiety disorder and schizophrenia are concepts that embedded with respect to strong roots socio-economic characteristics, environment, and individual perception. Individuals' perspectives are dominated by stereotypes of mind-set in society. It greatly changes the gender parity indices. Women status is culturally accepted by withhold beliefs of custodian norms and social viewpoints. Pakistan is one of the worst performers on gender parity that insufficiently effect educational attainment sub-index in the country. World economic forum (2018) expressed that women in Pakistan are lagging behind in three major areas education, political, and health, representations. In this context, gender inequality is devastated the women' perception, self-efficacy, and status in society. Social anxiety disorder characterized by excessive fear of social performances in different situations. Behavioral inhibition is a major indicator that impact personality structure such as social phobia and agoraphobia. While, schizophrenia is severe mental disorder that chronically influence thinking, feelings, perception, and behavior of schizophrenic person. A schizophrenic may lose connection with reality and build context beyond reality. Both, social anxiety disorder and schizophrenia, may intervene certain cognitive biases.

The major objective of current study was to investigate the nexus among gender differences, social anxiety disorder, and schizophrenia. In this study, the researcher viewed to explain to what extent gender inequality influences the orientations of social anxiety disorders, and schizophrenia. This study used an exploratory quantitative method to examine the association of gender inequality with

social anxiety disorder, and spheres of schizophrenia. A survey technique was adopted in this study. Twelve-hundred female students including were participated in this study. The data were gathered through questionnaire from the students enrolled in public universities located in Faisalabad. A self-made questionnaire was developed by the researcher to examine the perception of participants regarding gender inequality. The researcher also adopted Social Interaction Anxiety Scale (SIAS) developed by Mattick and Clarke (1998), and Liebowitz Social Anxiety Scale (LSAS) developed by Liebowitz (1987) to assess social anxiety disorder and schizophrenia respectively.

The findings of present study revealed the phenomenon of gender inequality in association with women's social anxiety disorder and schizophrenia. The results contribute towards understandings with religious orientations and socio-cultural norms set by the society, which are practically influence gender parity.

Keywords: *Gender inequality, Religion, Social norms, Higher education, Perception of students.*

Gendered Insight into Problems of Inclusion for Students with Special Needs

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Abstract

The present study is carried out to explore gender differences in students with visual and physical disabilities. Disability is a state which makes one unable to live a normal life and limits one's physical, mental or sensory abilities and affects them psychologically and emotionally. Disabled people suffer more than non-disabled. Equal opportunities are not provided to them in education, health, and employment. Social relations and interactions are affected. Personal attributes like self-esteem, confidence and quality of life suffers because of disability. Men and Women have a different kind of exposure to society. As everyone is different, so life and experiences are also different. Human perception, interpretation, behavior, and attitude differ from person to person.

The purpose of conducting this research was to explore the difficulties of university students having different disabilities (sensory and physical) with gender lens. The objectives of the study were to explore personal issues of the disabled students and analyze the gender differences in facing these issues and to explore the differences in experiences of the disabled students at micro, meso and macro level interactions and potential issues. In this study as a human being is the subject, the ontological stance is of Interpretivism and epistemological stance is of Social Constructivism. The study was conducted in Lahore. Students with disabilities were selected through purposive sampling from two public and two private universities of Lahore. The sample consisted of 4 male and 4 female students making it a collective sample of 8 undergraduate students.

It was found that both the genders have had some difficulties while growing up but disabled females are more prone to marginalization. They have negative self-image and self-esteem as compared to male disabled students. Society's role in making one realize their disability was also discussed. Mobility of disabled females was the biggest concern of both genders. Policies are helping them getting education and jobs but the deep rooted perceptions about disabled especially of disabled women are still there. The classification that society has created on the basis of gender, race, disability and other social identities is doing nothing good to people but only creating discrimination. The study highlighted various differences of disabled male and female under different themes e.g. marriage, employment, marginalization and others. More research and inclusion of disabled people by encouraging and motivating them is important for their better quality of life.

Keywords: *Disabilities, Gender, Interpretivist, Social Constructivism, Special students.*

Session B

Gender Representation in Literature and Media

A Study of the Gendered Use of Power and Violence in Postcolonial Novel

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Abstract

The importance of recognizing women's position in a society and the actuality of denying them independent identity, the ever increasing violence against women in postcolonial societies where women have become more vulnerable has become a new dimension for postcolonial South Asian writers. They are interested in discussing issues of gendered oppression, sex discrimination, violence and inequality culminating in violence, cultural conflicts and problems of assimilation, integration and female emotional fragmentation. This paper studies gender violence based on discrimination which is worse than racism, female vulnerability along with cultural conflicts faced by women of South Asian origin especially in the context of post imperial and post-colonial epoch and Diaspora among Pakistani and Bangladeshi Muslims in Britain with a focus especially on the texts of Monica Ali's *Brick Lane* and Nadeem Aslam's *Maps for Lost Lovers*.

This is a qualitative study using the narrative analysis methodology. The paper deliberates on the vulnerability and disadvantaged position of women on honor killings, death by exorcism, torture, physical and mental abuse which occur within the framework of these novels, portraying a community which is bereft of compassion for women, perpetrating degradation and ignominy on them in the name of culture and social pressures with reference to the works discussed, basing it on Mohanty's and Narayan's postcolonial feminist theories. It all happens in the liberal western world of England where ironically these perpetrators of violence have taken refuge in search of a better world and the desire for cultural reconstruction.

Keywords: *Cultural conflict/constructions, Fragmentation, Gender violence, Post-conflict, Post-colonial.*

Representation of Gender through Framing: A Critical Discourse Analysis of Hillary Clinton's Selected Speeches

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Abstract

Foucault's theory of power and discourse has opened new horizons in the various fields of linguistics. It has brought the working of the power of discourse into the focus of research. Critical Discourse Analysis looks at this relationship between language and power. Language is taken as a patent tool for exerting power and for building identity (Foucault, 1998). Critical discourse analysis (CDA) reveals the ways by which discourse is manipulated for the construction of various domains such as identity, ethnicity, ideology, cultural differences and gender. The most wide-ranging and most influential work in CDA is of Norman Fairclough. He takes language as a social practice. He makes it clear that the power of discourse is used for depiction of ideology and gender representation. The present study used Critical Discourse Analysis (CDA) as an approach to find out the working of frames for representation of gender identity. The current study analyzed the campaign speeches of Hillary Clinton for finding out her projection of gender identity through frames. The data of the study consists of her opening primary campaign speech which is the Campaign Launch Speech and her last speech for Primary campaign that was delivered in the American presidential election of 2016. The theoretical framework for the present study is Fairclough's Three Dimensional Model (2015) and the

tool applied on this model for looking into the working of frames is the Frame Problem Tool of Gee (2014). The results of the study revealed that Hillary used the technique of framing for projecting her gender identity. She used the fight and family frames for the modification of the boundaries of American presidency with respect to gender. Through her political discourse she framed herself as a brave and bold woman who had become the president of the United States would have fought for the rights of all Americans irrespective of their creed, sect, religion, gender and nationality.

Keywords: *Critical discourse analysis, Gender framing, Hillary Clinton.*

Economy as Savior of Patriarchy:
A Feminist Critical Discourse Analysis of Drama Serial "Ghairat"

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Abstract

The harmony among different social institutions in a patriarchal setup is upheld by assigning certain high-status roles to men and subsidiary roles to women. Where men are seen as the custodians of the economic channels, at the same time women are seen as the potential consumers who cannot take part in any activity of revenue generation. Thus, the hierarchy between males and females is sustained by the workings of economic factors. The male members' access and control over the financial channels determine the position of their counterparts in a specific social setup. However, the marginalization of the female members of the society leads to the creation of strong marks on their personalities which are then enacted through their struggle to answer back within their bounds. The resistance is countered by severe violence which can take several forms, for instance, honor killing. These notions of manipulation at the part of men and struggle at the part of women are the focus of the current paper. The drama serial "Ghairat", written by Edison Idrees, is studied through the lens of feminist critical discourse analysis to disclose the writer's attempt to question the hierarchical divisions between

genders. The paper studies the discursive patterns in "Ghairat" which expose the intersection of patriarchy and economic apparatus. Lazar's (2005) theoretical framework of feminist critical discourse analysis is employed in conjunction with insights taken from Hartman's (1979) discussion of Marxist feminism. Moreover, the analysis of the selected dialogues from the drama serial is conducted using Fairclough's (2015) three dimensional model of discourse analysis. The analysis highlights the stronghold of economic channels by men who tend to maintain the subservient status of women in the social setup in question. The study brings to light the habitually overlooked factors that support women subordination, such as the economic factor and how it could lead to a breakdown of social harmony. The study recommends dissemination of information to the general public through media forums such as drama serials and documentaries to raise awareness among the masses.

Keywords: *Economy, Patriarchy, Gender inequality, Women rights, Pakistani society.*

Gendered Internet: Opportunities and Challenges for Pakistani Women

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Abstract

The adoption and explosive growth of the Internet is transforming social and civic life of the individuals worldwide. In Pakistan, the traditional family system is very strong. The people interact with each other through culturally approved manners. However the adoption of technology has altered the patterns of social interaction. The Internet has provided new venues to the people for social interaction instead of following traditional patterns. This phenomenon has particularly changed the social life of Pakistani Women. Despite the fact that Pakistani women have limited access to this technology but those who have access to the Internet are utilizing it to improve their socio-economic conditions. In this paper, the researcher tries to answer following two research questions: what are the challenges for Pakistani women in using the Internet; how do Pakistani women make use of the Internet to improve their socio-economic conditions. For this purpose, the researcher did digital ethnography on Facebook to analyze women use of the Internet. The findings revealed that Pakistani women have to face multiple challenges (e.g. identify theft, unwanted comments, harassment, etc.). On the other side, they are utilizing this forum to develop their social ties, seeking information to improve their education and health, and also make use of this platform to run their enterprises. The researcher concluded that Pakistani women could utilize the Internet to bring positive change in their socio-economic lives.

Keywords: *Gender, Internet, Challenges, Pakistan.*

**Semantic Analysis of the Stereotyped Roles of Women
as Shown in Pakistani Popular Plays**

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Abstract

Pakistan is a country which in its short history of existence has been through a lot of political and religious upheavals. It has seen the vicissitudes throughout a turbulent history of various martial laws and religio- political agendas. It still is struggling to form its identity distinct from others. In this the moral values and social set up is competing with the powerful influence of media. Living in an Asian society we are tied and bound in a patriarchal society which microscopically scrutinises the activities of females and tethers them to a very submissive level.

Through media there is a huge exposure pouring in our society. This influences the young minds that are shaping opinions and their consents about their identities and the social realities. Now with the heavy influence of media their idea and image of a woman is conflicting with that of the international media. Majority of the people find these influences as dangerous and ominous as they directly conflict with the images formed over a long period of time about women.

Media is still working under the religious pressure hence the women shown in media express this restriction through their behaviours, body language, and above all their choice of words. The stereo typing of women as perfect and imperfect is shown and consolidated in the minds of the people through the plays. Women shown in media are anchors of talk shows or hosts of morning shows or are actors in plays. All of them follow a code of behaviour and model of a righteous woman as an acceptable model woman by the patriarchal and religio-political society that plays a hegemonic dominating role over women.

This paper aims to show how these women shaped this identity as approved by the patriarchal, reilgio-political hegemony of the society by using certain words which make them look subservient and a role model woman. What is the lexicon that brands the women as the role models for the rest of the women? How have been those words shaped and changed synchronically and diachronically.

This is an etymological and diachronic study of the lexicon of the women shown in media. This study will endeavour to look through the semantic changes using content relational semantic analysis in a matrix. Theories of patriarchy and feminism (the feminism in Pakistan) will also be used to analyse the words and their semantic evolution through the time period.

Keywords: *Semantic change, Patriachy in Pakistan-media, Politico-religious development.*

Portrayal of Discrimination against Hijab Wearing Muslim Women in British Media

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Abstract

This paper intends to explore the role of linguistic strategies prevalent in newspapers' headlines to accomplish socio-political objectives to portray Hijab Wearing Muslim Women. For this purpose, the study analyzes and quantifies the occurrences of discrimination against Hijab wearing Muslim Women (HWMW) in England.

CDA through Van Dijk's framework (1991) is used to deconstruct the language of newspapers' headlines in electronic media to reveal the portrayal of the different matters related to hijab. The mixed methods study incorporates the headlines' pursuing force in political terms to conceptualize the social order and people's approach. Antconc software will be used to obtain the frequency of top recurrent words and tagging of parts of speech in six different British newspapers to achieve the valid result (Mautner, 2009, p.76). The negative and positive predicates and social actors are counted manually to see their role in the relevant discourse.

The analysis determines that, in fact, manipulative use of language is present to build the societal and political views of the public. It may also provide awareness into the discourse practices to depict potentially obscured and intense messages displaying discrimination in a multicultural society (Kelly, 2005).It is recognized the qualitative analysis of CDA has its own boundaries and version of partiality and interpretation that may make it imperfect, so quantitative research will validate it.

Illustration of this inquest may provide a keen cognizance of the use of discourse to uncover potentially veiled incentives in others, by pursuing specific discourses.By identifying discourses about Muslim women who wear veil or hijab, the researchers can present a better understanding of how media cognitively controls the masses through inclusive and hidden ideologies. This paper discovers portrayal of hijab wearing Muslim women from ideological and political perspectives.

Gender Construction and Linguistic Sexism in Pushto Proverbs

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Abstract

Language is constitutive of social world and constructs social reality. Language is powerful tool for creation of social identity. Language shapes our understanding and interaction. What we do in our real life is expressed in language and something expressed in language is manifested in real life. The current study is based on insight from feminist sociology, social constructionism, linguistic sexism, and hegemonic masculinity. The study draws upon Pushto proverbs. Those proverbs were collected and analyzed which deals gender construction. Representation and construction of both of male and female is taken into account. The findings of the study suggest that both are depicted in gendered fashion. Men are portrayed as rational, brave, active, powerful, independent, assertive, intelligent, asset, warrior and cruel. While on the other hand women are described as emotional, coward, submissive, dependent, unintelligent, liability and objectified.

Keywords: *Language, Gender construction, Linguistic sexism, Proverbs*.

The Unspeakable:A Study of Aphonic Exploitation of Women in Pakistani Shrines in Ahmed Nadeem Qasmi's "A Lament"

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Abstract

A large number of women are exploited by the fake saints (*peers*) in Pakistan. Though the matter requires social, ethical, religious as well as familial attention, our society keeps its eyes shut in this regard. The victims are silenced and the exploitative events are rarely voiced. The paper intends to explore the reasons for this silence through an analysis of a short story "A Lament" by Ahmed Nadeem Qasmi in the light of Yael Danieli's theory of "conspiracy of silence". Narrating the story of Ranu, a young girl exploited at the hands of a *peer* (saint), Qasmi unravels the horrors of some of the darkest of social evils committed in the name of spirituality. The tragedy of Ranu is misunderstood and misrepresented by all around her but no one is able to voice the right source of her misery. The fake haloes of spirituality forbid the people to say anything about it. The whole affair thus becomes unspeakable i.e. something which no one can talk of clearly. The questions remain: what is the responsibility of the society around? Why the parents are not sensitive enough to see what endangers the life of their daughter? Why is religion misunderstood by these people? Is ignorance the real reason behind such sad events? Who has to break this "conspiracy of silence"? In a quest to answer these questions, the research aims to bring to light the fear and a sense of insecurity which underlie the weakness of faith in people such as these. It is also reinforced that there is a strong need to eradicate this fear of insecurity from the minds and hearts of the girls as well as their parents thereby making them realize that when the belief is blind, the consequent rites performed would be unspeakable.

Keywords:*Aphonic, Exploitation, Conspiracy, Silence, Fear.*

Gender Fixation: The Deconstruction of Ghosts and Invisibility in *Black-Eyed Women*, A Short Story by the Author of *the Refugees*, Nguyen, Viet Thanh

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Abstract

Patriarchy signifies conscious motives of politically privileged and established constructs which exercise their political and ideological transition through their embedded narrative[s]. The element of Fear is used as a supplement to the post-conflict immediate sociocultural textual response. In order to fix any resistance from the resolute people [women] from colonized lands, an archetypal multiformaty penetrates beguilingly in conventions. Resultantly the process of ethical condensation takes place and the kernel of human [women] existence is replaced by animate, non-human, voiceless, transparent, and invisible and ghost like identities. Extensive violence coupled with traumatic situation is encapsulated in the social [Dis] order and deformity. Wars and conflicts substantiate withdrawal and [De] centrality from considerable symptomatic attributes of concreteness in different domains of genders. This is what occurs in post-conflict social arenas. Vietnam War is reckoned as one of the most tragic historical polarity of the political binaries which devastated the human race particularly feminine identities in multifaceted ways, particularly omissions of names, physical presence and converting identities into nameless, transparent and ghost like objects. Nguyen, Viet Thanah is a Vietnamese-American novelist and short story writer. The present study aims at the presence of ghosts not as bizarre objects in linear human narratives but as embodiments of parallel objects for trauma-fixation in fiction in connection with women characters. The story for study has been taken forms his book *The Refugees* which was published in 2017. The book textualizes the war victims who attempt to take refuge from, fear, misery and natural disorder and move to other lands as ghost, unnamed and invisible people [Women]. The present study is a deconstructive analysis of the short story *Black-Eyed Women.*

Keywords: *Multiformaty, Trauma, Invisibility, Withdrawal, Refugee.*

Session B 1

Gender Dynamics in Education

Feminism in International Relations: Representations and Perceptions in Pakistani Academia

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Abstract

International Relations (IR) is comparatively a younger Social Science discipline as it was originated during the tumultuous interwar years of the 20th century. Global peace and security have remained central concerns of IR since its inception and theoretical debates in IR tend to revolve around these core concerns .The feminist perspective entered the field of International Relations during 1980s as part of the larger*critical turn* in Social Sciences. The feminist perspective challenged the almost complete absence of women in traditional IR theory and history. Marginalization of women's role and voices in mainstream academic discourse of war and peace,remained a key concern of the IR feminist perspective. Owing to the convincing arguments put forward by Feminist scholars, Feminism is now a well-recognized theoretical perspective in International Relations.Feminist contributions to IR theory have changed the traditional perceptions of women's role in IR as they question the invisibility of women in positions of power, the absence of women in historical narratives and assumptions about masculine and feminine roles in politics.

The current study uses insights from Sandra Harding's stand point theory to explore how the feminist perspective is represented and perceived in International Relations academia of Pakistan. The stand point theory argues for the need to discover, understand and highlight marginalized and oppressed discourses. According to this theory, the oppressed groups generate knowledge or provide opinions which are less distorted than the core or privileged groups. Privileged groups tend to miss out important insights owing to their location and position which gives them cognitive authority without much effort. This paper undertakes a systematic review of leading (HEC recognized) journals of IR and Political Science in Pakistan, to examine if and how the feminist perspective is represented in Pakistani International Relations academic discourse. The online issues of local journals are thoroughly scrutinized and articles discussing gender issues and politics are selected for thematic analysis. Since local academic discourses are under- represented in largely Euro centric discipline of IR, this study aims to explore how local academia engages with issues raised by Western feminist scholars of IR. This study, thus contributes towards better understanding of local perceptions on a key critical academic perspective (Feminism) in IR.

Keywords: *Feminist perspective, International Relations, stand point theory, local perspectives, indigenous discourses, representation, marginalization.*

Examining the Gender Differences in the Effects of Diet Quality on Class Room Performance: A Study of Intermediate Students

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Abstract

Food is a crucial necessity of human being. Food has a vital impact on physical and mental development of a person. Students' physical and mental health plays a major role in academic achievements. The aim of study is to identify the impact of gender on quality of food taken by intermediate students and its impact on their class performance. Study is quantitative in nature. A sample of 120 intermediate students was taken from different colleges from Sargodha city to study their patterns of food intake and self-reported academic performance. Multistage sampling is used in this study. Six colleges were selected from Sargodha city through simple random sampling and 120 students (60 males and 60 female) were selected through simple random sampling. A self-administered questionnaire was used as a tool of data collection. Different questions were asked by students about their daily diet, weight, socio-economic status and their correlation with class participation and participation in co-curricular activities. SPSS (23 version) was used for data analysis. The results of the study revealed that the students who follow proper diet plan and do proper exercise have better class performance and participation in co-curricular activities than the students who do not follow diet plan or do exercise. Study also shows that female students are more conscious about regular diet than male students. Male students are more conscious towards exercise than female students

Keywords: *Food intake, Diet plan, Class performance.*

Teachers' Construction of Identity in a Gendered Environment

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Abstract

Teachers' construction of their 'self' or identity is much ignored area of research in Pakistan. It is established through previous research that identity construction is an emotional phenomenon embedded in power relations, ideology and culture. Power is understood as forming the identity and providing the very condition of its trajectory; and second, that an investigation of the emotional components of teacher identity yields a richer understanding of the teacher self. Teachers in public schools of Pakistan work in mix gendered environment, where supervisors who monitor and evaluate their performance are mostly male. Constant negotiation and compromises in this power relationship poses serious challenge to the identity construction of public school teachers in Pakistan. Therefore it is important to know what happens to teachers, do they identify themselves as victims of the situation or they take the challenge positively demonstrating resistance and self-transformation. Qualitative research was carried out to develop in-depth understanding of the phenomenon. Sample was selected purposively; 45 public school teachers studying in MPhil and PhD in UMT and working in education and special education of Punjab. All were sent consent letter to join the research; only 35 of them agreed. Initially an open ended Performa was sent to these teachers comprised of 10 lead questions. This data was used for themes generation. The selected themes were explored by initiating a discourse in a WhatsApp group. Only 15 public school teachers extensively participated in this discourse. The chat continued for one week so that maximum participation might be invoked. By remaining focused on the research themes, "rich" data with thick descriptions was achieved providing sufficient content for poststructuralist discourse analysis. The findings indicate that teachers construction is diverse and context and culture dependent. Teachers may label themselves as 'will-less labor' to 'heroic victims' or professional and highly dedicated passionate teachers. The results will be shared in power point presentation and a research article.

Keywords: *Discourse analysis, Identity construction, Gendered environment, Power relationships, Public school teachers.*

Gender- A Precursor of Psychosocial Adaptation in University Students

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Abstract

This research was conducted to investigate the influence of gender on life orientation, goal adjustment and social interaction anxiety in first and third year university students. It was hypothesized that: Women are me likely to have social interaction anxiety; men are more likely to have the attributes of goal adjustment; women are more likely to have positive life orientation. Cross sectional research design was used for the research and purposive sampling technique was used. The sample comprised of 130 students from 3 different universities of Lahore. The age range of sample was 18-24 years ($M=20.18, SD= 19.56$). Goal Adjustment Scale (Wrosch, Scheier, Miller, et al., 2003), Life orientation scale (Scheier, et al.) and social interaction anxiety scale (Mattick and Clarke, 1998) were used for assessment. T- Test analysis was done. It was found that over the time the social interaction anxiety of men reduced significantly. No gender difference was found with respect to goal adjustment and life orientation. The findings of this research emphasizes on development of a more inclusive education system for both the genders.

Keywords: *Life orientation, Goal adjustment, Social interaction Anxiety, Gender, Student.*

School Feeding in Pakistan
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Abstract

This research aims to understand the effectiveness of school feeding programs in Pakistan as a source of increase in the female enrollment ratios in primary educational institutions of the country and improvement in their nutritional status. For this purpose, the research uses a variety of data collected from diverse sources inside and outside of Pakistan. The sample of study was 80 poor households in 10 different districts in Punjab, Sindh, Baluchistan and Khyber Pakhtunwa Pakistan. The schools were in Sukkur, Nawanshahr, Lahore, Layyah, Lodhrah, Multan, Bahawalpur, Sahiwal, Peshawar and Islamabad. The sample was selected by using convenient sampling. Similarly, in second step 20 public girl's schools were selected using convenient sampling. The districts include rural areas like Layyah and Lodhrah, conservative northern areas in Peshawar and urban centers in Islamabad and Lahore.

It initially presents an overview of the educational and nutritional status of the children in Pakistan, presents an introduction to the concept of school feeding and describes the major barriers of education that girls face in Pakistan. Later it uses a detailed case study of Indian school feeding experience as a source of guidance for the Pakistani policy makers. It adds by presenting an analysis of the relevant school feeding efforts conducted in Pakistan by the government, the World Food Program and the NGOs. Lastly, it uses self-admin survey and interview data as a source of

understanding the local perspective regarding school feeding in the country. All the data presented and analyzed in the research is finally used to provide relevant policy recommendation to establishment of a thorough and universal school feeding program in Pakistan, recommends extension of support to the external developmental organizations like the World Food Program (WFP), argues for increased transparency in government fund allocations and above all advises for mass awareness campaign focusing not only on the intrinsic value of education but also on the economic prospects of attending schools for girls.

Then later this analysis and data was used to present suitable policy recommendations. That includes the idea of universal implementation, as the Indian example, suggest a non-general program would just cause a distribution effect within schools and would not increase the overall school enrollments. This policy recommendation serves as supporting findings for any future school feeding programs. Nevertheless, this research showed several interesting aspects about school feeding that serve as points of further thought and research and thus serve as good concluding arguments.

Keywords: *School feeding, Primary education, Female enrollment, Nutritional status, Academic planners, Policy recommendation.*

Gender and Leadership: Women in Academic Leadership in Pakistani Universities

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Abstract

In recent years, women as leaders of higher education institutions has received considerable attention in the global north. Nevertheless, the topic-women as leaders of higher education institutions- has not received due consideration in the global south, including Pakistan. Academic leadership in Pakistan, like other parts of the world, is a very gendered as of 2018 only 14 out of 178 Vice Chancellors (VCs) of Pakistani Universities were women. It is important to stress here that most of the women vice chancellors are VCs of exclusive women universities. Taking into account the existing wide gap between the number of women and men vice chancellors (VCs) across Pakistan enables me to argue that the topic deserves serious academic consideration and debate. This paper, drawing on the poststructuralist approach to gender, critically examines the explicit and implicit gendered academic culture and institutional policies that discourage women appointment as academic leaders. I intend to initiate a debate and challenge academic cultural practices and public patriarchy in Pakistan academia. The data for the study will come from universities' websites, Higher Education Commission and women vice chancellors. I will use purposive sampling technique for selecting the sample for primary data. The sample size, however, will be fixed as soon as I reach the point of saturation in my data. The data will be collected in face to face in-depth qualitative interviews.

Keywords: *Academic culture, Gender, Public patriarchy, Poststructuralist, Academic leader.*

Parental Capital and Students' Gender as Major Determinants of their Academic Performance

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Abstract

Social Status is based on parent's education, income, occupation and social status in the community. The objectives of this study were to find out the socio economic and demographic factors affecting the academic performance of the students. For the present study 200 respondents were selected from University of Sargodha, through convenient sampling. Respondents were of aged form 20 to 26 years. Questionnaire was used to collect the data. Chi –square test was applied to examine the relationship between dependent and independent variables. After the analysis it was concluded that income level, parent's occupation, parent's education, student's gender and locality are the factor which affect the educational performance of the students. Some respondents agreed that male members are given more educational facilities and there is gender difference in educational attainment so that's why female educational performance is affected. Among all factors student's parent's income and occupation are major factors. Results show that respondents were agreed that uneducated parents cannot understand the problems of the students. Parents must motivate, encourage and guide students in study related issues because parent's positive attitude towards student's education is a path which leads to good academic performance. Majority of the respondents claimed that high socioeconomic families can better socialize their children than low socio economic families. Government should also play its role for the betterment of low socio economic students through different policies and financial support.

Keywords: *Parental capital, Economic capital, Gender educational performance.*

Session C

Indigenous Debates in Women Empowerment

Reserve Seats for Women in Pakistan: Reinforcement of Patriarchy and Powerlessness

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Abstract

Women across the world experience gender disparity and discrimination, though its intensity varies, depending on the local prevailing religious, cultural and social norms. A number of studies link women's social and economic position to their absence from the decision-making process; hence, the argument is for a higher representation of women in parliament through positive action. Pakistan is no exception. Reserved seats remain a permanent feature of all the constitutions in Pakistan. In 2002, there has been a significant rise in the number of reserved seats for women under the authoritarian government of President Musharraf from 20 to 60. This article, using documentary analysis and in-depth interviews, challenges the inclusion of women on reserved seats in the parliament and argues that the affirmative action has proven counterproductive as it has failed in creating a conducive environment for female political workers for their upward mobility, despite reserved seats women's active participation in the legislative process. On the contrary, it has become an instrument in the hands of powerful male political elites to further perpetuate gender discriminatory practices and to strengthen elitist and dynastic political culture.

Keywords: *Women Representation, Gender disparity, Affirmative Action, Pro-women legislation, Reservedseats.*

"Diversity Paradox"; Stigmatization of Quota Women in Pakistan

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Abstract

Gender quota has increasingly been used as a prominent strategy to ensure women political representation in electoral politics across globe including Pakistan. However, stigmatization of quota women are largely unknown in the academic literature on women and/in politics. Drawing upon the in-depth interviews with 10 quota women from different political parties, I looked at the process/experiences stigmatization in the masculine culture of Pakistani politics. This research uses stigmatization theory as theoretical frame work. Quota women were taken as biologically less skillful, incompetent and unsuited for politics and political activities. They were given less space, opportunities and least consulted in important decisions in the party meetings. Party leadership and political elites (men) criticize them being selected through quota. They were also facing the condemnation from elected women and elite quota women. This perpetuated stigmatization has in turn developed sense of vulnerability in quota women and they have internalized that they are less skilful and capable to survive through politics. They are accepting their incompetence and less effectiveness in politics and justify the suitability of men in Pakistani politics and hence, endorse the male supremacy.

Keywords: *Diversity paradox, Stigmatization, Gender quota, Biological determinism, Women political participation.*

Women's Economic Emancipation in an Islamic Perspective: Challenges in Pakistan

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Abstract

The participation of women in the labor force has increased over the years yet gender equality remains a contested issue. Women's economic contribution is debated worldwide especially in reference to religion. When it comes to Islamic perspetive of women's work stereotypes are widespread. There is a widely held belief in the West that all Muslim women are oppressed due to the religion Islam. Hence, in this study the aim is to investigate the significance of women's economic independence from an Islamic perspective. Do Islam favors/opposes the women's contribution in public sphere? Does a woman have the right to have economic power? Are women facing hindrances while doing their jobs? To answer such questions, some of the contemporary Muslim scholars were interviewed in Islamabad by using a purposive sampling technique. All the interviews were recorded, transcribed and then thematically analyzed. The findings highlight that Islam has given the right of employment to women and the evidences for this can be traced historically. However, the Muslim scholars who participated in this study were of the view that women's primary role as a mother and wife need to be fulfilled on priority basis. It was emphasized that a woman has the right of controlling her finances within an Islamic perspective and she has no legal bounding or responsibility to spend on household. However, if a woman is wealthy, and her husband and children need some help, then she can spend on them with her free will, not forcibly. For majority of the scholars, the biggest challenge for a working woman at workplace is harassment. It is this issue that restricts many Muslim women from participating in workforce. For some of the scholars, the challenges are; low wages, hindrance in promotion due to male domination and men's insecurity from women among others. In the light of the findings from this study it can be concluded that religion should not be blamed for any kind of discriminatory behavior in the society. It is the misinterpretation of religion that misleads individuals thus leading to stereotypical image of Islam.

Keywords: *Women, Right to employment, Economic power, Islam.*

Gender Equality and Women Empowerment for Sustainable Resilient Recovery and Disaster Reduction

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Abstract

Men and women are substantial part of any society but in male dominated societies, female population is the deprived and marginalized group of society. In developing countries like Pakistan, where the socio-economic status of women is very low, their vulnerability rate is on higher side being dependent and without any decision power. The women's vulnerability is proportional to their low social, economic and political status in our society. The gender analysis during the disaster reduction planning and management in the past decades further established the fact that women participation is necessary for sustainable resilient recovery especially in developing countries. Pakistan is among the highly vulnerable country in case of natural disasters and needs gender equality and especially women participation in emergency preparedness strategies and the recovery frameworks. The present research outlines the inclusion of disempowered women's in planning, designing, implementing and monitoring before, during and after the disaster for sustainable resilience. The research explored the challenges and possibilities faced by Pakistani women's in disaster scenario in comparison to international practices. Finally the implementation strategies for sustainable resilience with gender equality and women empowerment were worked with reference to our communities.

Keywords: *Women empowerment, Sustainability, Resilient recovery, Disaster reduction.*

Gender Differences in Creative Coping Strategies

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Abstract

The present research was conducted to investigate the gender differences in individual's creative coping strategies in University students. It was hypothesized that: Women are more likely to utilize creative coping strategies to battle stressors as compared to men. The sample comprised of 250 university students from different private sector Universities. The age range of sample was 18-26 years (M=19.97, SD= 1.69). Indigenously developed Creative Coping Strategies Scale by Sohail, Majid, Ullah, and Zafar (2019) was used for assessment. Significant gender differences were found on subscales of Recreation and Arts & Crafts. Women were found to score higher on Recreation and Arts & Crafts subscale. The findings of this research urge the importance of inclusion of creativity periods in our educational institutions to overcome the lower level of creativity in boys.

Keywords: *Coping, Creativity, Stress, Gender, Students.*

Gender Perspective of Knowledge and Level of Awareness about Nikkah Nama reforms and its clauses among unmarried people of Lahore

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Abstract

The present research is a quantitative research carried out to investigate the knowledge and level of awareness about Nikkah Nama reforms and its clauses among the unmarried males and females of Lahore. The study focused on the awareness level about recent changes in policy related to Nikkah Nama clauses as published by PCSW manual 2015. The objective of this study was to explore knowledge and level of awareness about Nikkah Nama reforms among unmarried males and females. It further wanted to explore the factors behind lack of practice of women supportive clauses among males and females. A sample of 400 people was selected for this study including 200 males and 200 females. The self-developed questionnaire was used, it comprising on open ended and close ended questions. The results of this study revealed that males are more aware about Nikkah Nama reforms and women supportive clauses than females. Gender differences were also found in educational levels to know about Nikkah Nama reforms and women supportive clauses. Another finding showed that the people who belong to the urban area of Lahore were more aware about Nikkah Nama reforms and women supportive clauses than people who belong to rural areas. Moreover, result showed that it makes no difference whether people are conservative, moderate or liberal the knowledge and level of awareness about Nikkah Nama clauses are same among the all mindset of people. The reason behind this is male dominancy in society that people have to accept the decisions that are made by the males of their families. In another part of the study the reasons behind unawareness of Nikkah Nama reforms and its clauses were explored through thematic analysis. Many factors came up after analysis including Patriarchy, violence against women, women willingness to un-dignified life and many others. This study is recommended for future researchers who want to explore the application of Nikkah Nama reforms and clauses.

Keywords: *Nikkah Nama, NikahNama reforms, Women supportive clauses.*

The Challenges Entrepreneur Women Face and how their Motivation Leads to Successful Life

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Abstract

Entrepreneurship is the source through which economic inequality can be eliminated it help in increasing the value of any country in cultural, economic and social ways it also help individual to develop their abilities and to be more compatible through learning (Akhtiar, 2015). There are different types of entrepreneurs that also include forced entrepreneurs in this people start their business because they need source for earning through different factors (Carter, 2003). Women who are single due to their husband death or divorce do their earning by themselves women's who start their own business or handle their husband business face many problems including challenges related to financial crises problems related to partnership in business, lack of knowledge and may other factors which influences their way to success despite the unusual situations they faces in their life they handle situations and burden of life for earing, women start their own business to afford more flexibility in life and balance their life (Nguyen 2005) . They struggle a lot for their children and for betterment of their future; women all over the world are facing this problem. In Pakistan women's running their own business or running their husband business face this issues they also have to face society pressure as it is not acceptable in our culture but women's still have courage to work for their children. they are many women's who are running business successfully but they are women's who are still running business despite the problems they face the struggles they do and it leave impact on their life's and their health.   In Pakistan they are women's who are educated and women who are less educated or not educated they earn through their own different business and their motivation leads to successful life after their struggles and hard work they face they save their children future by giving them best. Study was conducted in Malaysia on women's who made the choice to enter entrepreneurship based on outcomes they have to face for themselves and their families after successful business it included gain in income access of healthy social life for themselves and their children's (Franck 2012). Current study focused to find out the challenges entrepreneur women face and how their motivation leads to successful life. Qualitative research design has been used to get in-depth responses from the participants. The method of investigating is phenomenology because we want to highlight the specific issue and we want to identify the phenomena perceived by the individuals who are living or had lived that experience and as this is potent and powerful approach to investigate the insight of any phenomena. The population for this study is women entrepreneur age ranged from 30 to 60. Sampling technique is purposive sampling because women entrepreneur with age range of 30 to 60 and married or divorced or widow will be taken to have more insight. Data collection method is in depth interviews and data analysis will be done through thematic and coding.

Keywords: *Entrepreneur women, Motivation, Challenges and success.*

Madam Behind the Wheel: Exploring the Lived Experiences of Female 'Captains' in Careem Taxi Service

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Abstract

Being situated in the themes of gender equality and equity and women's economic development, this phenomenological study aims to explore the lived experiences of female taxi drivers (called captains) working for Careem taxi service in Lahore. The introduction of transport services like Uber and Careem have added a significant new dimension in the taxi services available in urban centers of Pakistan. The 'ride' provides an interesting site for analysis of configurations in gender relations especially when men are travelling with female captains. Moreover, the female captains interface regularly with men at Careem when collecting their payments, attending trainings or voicing their grievances to the management.Gaining insight Gender Organization Theory and the concept of gender regime by Connell (1987, 2018), this study conceptualizes working for Careem as a gender regime and explores how female captains subjectively experience this daily.

The major research questions in this study were, firstly; what are the lived experiences of female taxi drivers, including the opportunities, issues and coping mechanism for dealing with their work?Secondly; how do female taxi drivers subjectively experience the gender regime in their work at Careem whilst interacting with male or female passengers in a ride which demands compulsion of proximity, and within the wider organization?Lastly; how does the gender regime at Careem differ with the overall gender order in society that female taxi drivers experience on a daily basis?.

Our exploratory research was based on a phenomenological research design for finding out the subjective interpretations of female taxi drivers and the meanings they attached to their work and work-life experiences. A combination of purposive and snowball sampling was used to select the captains. Detailed qualitative data was collected through unstructured and group interviews with ten female captains. A thematic analysis was carried out through multistage coding that enabled us to arrive at the emerging themes inductively. The study found out varied lived experiences among the ten female captains but these had lately been more negative, than positive, in the gender regime at Careem.

While, on one hand, female taxi drivers considered taxi driving to be an empowering experience since it allowed them job flexibility, independence and income to contribute to their family's wellbeing, many of them were dissatisfied with the way in which they were treated by their organization, particularly in cases of payment or in terms of judgmental attitudes, for example, related to late night rides.Use of the Careem app (i.e. technology) and driving license had opened up promising opportunities for female captains with humble educational backgrounds but features such as captain's 'rating' given by every passenger at the end of each ride made their gender regime more complicated.

Keywords: *Female taxi drivers, Women empowerment, Connell, Gender organization theory, Gender regime.*

Men's Decision Making: The Determinant of Social Exclusion among *Pakhtun* Women's in Mardan Khyber Pakhtunkhwa

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Abstract

Social exclusion is a process through which some people are partially or fully excluded from social, economic and political participation in a society. In Pakistan and specifically in Khyber Pakhtunkhwa majority of women are restricted as regards to their basic socio and economic needs and their contribution to country's socio-economic development is minimal.The present study highlights various socio-economic factors responsible for women social exclusion and subordination in Pakhtun society. The study motivated academicians and other professionals to discuss public sphere challenges and constraints to women.

The core objective of this research paper is to analyze the association between men decision making and its influence on women's social position and public sphere engagement in District Mardan Khyber Pakhtunkhwa province of Pakistan. In the present research quantitative research design is used. Simple random sampling technique is used for data collection. Data is collected randomly from 300 married pakhtun women (having age between the ranges of 18-49 years) in the study area through well-structured interview schedule. The sample is divided into three tehsils in District Mardan Khyber Pakhtunkhwa.

The study result shows that men are key decision makers about women's domestic and public sphere engagements in pakhtun society. Similarly, women are in subordinate position and not permitted to actively participate in political and economic activities in public sphere. The results show that there is strong significant association between women public sphere mobility and intimate partner violence. Statistically it is stated that women are financially dependent on their men for household purchase.

It is concluded that due to women's subordinate position and men's decision making women are confined to domestic sphere and they are not allowed to actively participate in socio-economic and political activities in pakhtun society. The study suggested that to achieve the Sustainable Development Goals (SDGs) 1, 2 & 8 it is necessary to engage women in public sphere activities.

Keywords: *Men's decision making, Women, Social exclusion, Subordinate position.*

Intra-Party Opportunities and Challenges Faced by Women Legislators in Punjab

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Abstract

Intra-party power dynamics are very important for all party workers. Party enhances the worker's potential by giving them several opportunities at party level and restricts their abilities, mobility and political advancement by confining their exposure in broader arena of party politics. This study aimed to explore the intra-party opportunities and challenges faced by women legislators. Moreover, the focus of study was to find out the challenges from the side of male leadership, male colleagues, and male co-workers and from grassroots male workers within the party. This study adopted the interpretive paradigm in order to explore the socially constructed reality within the party culture towards women workers. Six women were taken as participants by purposive sampling. Data was collected though the in-depth interviews. Moreover, the inclusion criteria of participants were; associated with three main political parties (PTI, PPP & PML-N), have been member of provincial assembly of the Punjab, must have at least 10 years' experience in politics and party grass root women worker. Data was analyzed through thematic analysis. At first step interviews were transcribed and initially coded. In second step, connecting themes were developed on the basis of commonalities and differences. Moreover, connecting themes emerged into major themes. Following major themes emerged as opportunity; gender equitable approach in allocation of party tickets, pro women intra party policies, increased transparency and accountability in electoral process, intra party behavior in implementing women quota. However, following major themes emerged as challenges; men as political elites, granting women as proxy representation, taking women as token participants, less control and access over intra party key decisions, weaker intra party shared rules towards women workers, less access to funds, less representation at party level, women as cosmetic in party, insecurity and bullying by male intra party workers to female workers. This study has recommendations for the party leadership and party elites; they can play their key role to encourage the pro-women culture within the party.

Keywords: *Intra Party, Politics, Political elites, Women workers.*

Session D

Gender Based Violence: Challenges of Workplace

What Went Wrong? Exploring the Reasons behind Violence against Minor Domestic Helpers in the Hands of Educated Women Masters

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Abstract

In this paper, I will discover if educated Pakistani women recognize gender-inequalities against them and/or other Pakistani females. Discourse on girls' education in Pakistan promises their economic and intellectual empowerment to ensure human rights in society. Hence, it is assumed, educated women are well-aware about existing gender discrimination against other members of the society. It is expected from them to acquire capacity to eliminate and/or report these disparities. To test this claim in postcolonial society of Pakistan, I have examined gender discriminations against minor female domestic helpers. It further unfolds the persisting notion of gender inequalities in Pakistan. It is observed, within the context of Pakistani society, awareness about importance of girls' education has been enhanced. Yet, more Human Rights Violations against minor girls and young women working as maids and domestic helpers is observed. Dismally, these violations against minor girls are committed mostly by the educated and empowered women of the society. The victimization of minor girls (or young women) is not primarily a result of gender antagonism between male and female. These events of domestic violence challenge the claim of modern education about bringing (gender-)equality and empowerment for females in Pakistani society. Therefore, the paper questions the assumption of gender-inequality in Pakistani society behind the violations against marginalized group of minor female domestic helpers.

For this study, I focused on Punjab region of Pakistan by employing ethnographic methods. I conducted fifty in-depth interviews of local women along with six focus group discussions. The findings of the paper show that the claim of education entails oversimplification and over-generalization vis-à-vis girls' empowerment and equality through modern education. Pakistani society is culturally and economically a heterogenous society, therefore, modern education is leaving

an unsymmetrical and unpredicted social impact. I have attempted to explore the reasons behind failure of modern (neoliberal) education in ensuring the Human Rights of underprivileged girls and young women of Pakistan. Further expositions inform, discourse on modern education mainly focuses on gender-inequality and significantly ignores the other forms of prevalent socio-cultural inequalities, like, class inequalities. For this reason, I claim in this paper, it'll be easy to understand the inadequacies of the discourse on girls' education within Pakistani context if it is positioned in post-colonial context. It will provide new forms of society-specific solutions, for instance, degenderizing the gender issues through comprehension of similar-gender-inequalities. It is because focusing only opposite-gender-inequalities will not bring empowerment through education, specifically, for this group of girls.

Keywords: *Gender inequalities, Girls education, Maids, Human rights violations, Discourse, Pakistan, Degenderizing, Gender issues*.

Causes and Consequences of Honor Killing in Punjab, Pakistan

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Abstract

Honor killing is a murder of a family member that aims to restore the honor of family. It is thought by family members that victim is source of dishonor for family and to remove the stain of dishonor family murder that family member. The purpose of the study is to investigate the causes of murder according to victim's family. This study is conducted in Punjab. Study is qualitative in nature. A sample of 7 participants through purposive samplingwas selected from different areas of Punjab. In-depth interviews were conducted by researcher to investigate the causes of honor killing and also law enforcement policies and their implications regarding honor killing. The collected data was analyzed through thematic analysis. The results indicate that people are too much influenced by society, and after committing murder they still think that they restored their family honor by doing that act. They are satisfied and argued that they made an example and a lesson for other girls who are engaged with somebody and wants to marry him. It is quite normal that individual has no right of marriage according to their choice. The punishment given to a killer is extremely low regarding crime. There should be amendments in law regarding honor killing. There should be involvement of community members to investigate real facts. Only state has the authority to punish anyone on misconduct.

Keywords: *Honor killing, Dishonor, Law enforcement, Family bonding.*

Losing Confidence: An Action Research Report on
Student-Nurses at the Koohi Goth Hospital, Karachi

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Abstract

Polygamy, domestic abuse, violence, lack of education, demand of a male child, ignored health issues, mishandled labors are only some of the numerous issues faced by women living in the rural areas of Pakistan. Women are, as is quite obvious, the least privileged group of the Pakistani society and within this group even, women in rural areas fall further down on the privilege scale. Education and awareness have benefited a lot of urban women and they are challenging norms and fighting patriarchy to a great extent. However, the rural women of the country stand exactly where they did a century ago. Submission to domestic abuse and violence not only puts women through devastating amount of physical torture but also makes them suffer through a very serious, mental trauma. Girls lose their confidence completely and fail to voice even the simplest ones of their thoughts to another person. They are so used to being ignored and left unheard that most of them forget that they have a voice. Women in rural areas grow up feeling and accepting that they are secondary human beings, their needs and demands are all secondary. This knowledge is so deeply sowed in their minds that when they are asked for their opinion on any matter or when they are given attention or importance they panic completely.

During my internship at the Koohi Goth Hospital (Landhi, Karachi), I conducted an action research project on the communication and confidence problems faced by women in rural areas and studied the impact my 6-week long workshop had on the student-nurses who participated in that workshop. The workshop had a very simple purpose – allowing these women to understand that they matter and their opinions matter. Self-love and self-respect were some of the many topics discussed in the workshop often resulting in emotional breakdowns. I conducted surveys thrice during the workshop – once at the beginning, second at the middle and third, at the end of the workshop – to understand the impact of my workshop. I also conducted interviews of the staff and doctors working at the hospital to understand their opinion and understanding of the past as well as present of these women.

I have gathered information to literature review to understand the rural women. For the research however, I used primary research methods largely. I conducted three surveys at different stages of my research to understand the impact my workshop had on the participant. I also conducted around seven interviews of staff as well as doctors working at the Koohi Goth Hospital to understand their perspective on the subject.

The workshop ended after six weeks and I finalized my results and studied the impact the workshop had on the participants. As I bid them goodbye, they clung to me telling me that I had changed their lives. In my research paper, I present my findings and share the aims and details of the 'Communication & Confidence Building workshop' that I conducted at Koohi Goth Hospital in the summer of 2017.

Keywords: *Rural women, Communication, Confidence, Abuse, Self-love.*

Examination of Female Responses to Harassment in Academia

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Abstract

Sexual harassment (SH) is a wide studied concept in western context whereas the existing body of knowledge lacks in providing much evidences on women's experiences of sexual harassment and their counter response strategies including both preventive and coping responses towards the trauma of sexual harassment specifically in academia in Pakistani context. Pakistan is a patriarchal Islamic society where the structures of labor market and organizations are embedded with gender inequalities and gender biases. The Pakistani context is exceptional to study because of the interlinking roles of religion, culture, social status, gender and domestic structures influencing social actions and issues. The aim of the present study is twofold; firstly it focuses on exploring women's individual experiences of SH by understanding the contours of sexual harassment and organization specific determinants of women's response strategies of prevention or coping after experiencing SH while dealing in academic institutions of Pakistan. Secondly, it focus on investigating the presently practiced policies and laws against sexual harassment in order to prevent or cope with such cases if occurred, within the premises of Pakistani academic institutions. This study provides base for understanding the organization specific determinants of women's counter response strategies towards SH at subjective level by analysing individual female counter responses. Hence, the extended conceptual model adapted from Knapp's model of coping responses in this study provided a context-specific, interlinked, multilayered framework based on the theoretical strands of respectable feminism, feminist social control and famine agency approach to develop a systematic and comprehensive explanation of women's preventive or coping response strategies towards SH under the influence of organization specific determinants.For data collection, the current study involves a multi-level discursive analysis of women by conducting 20 in depth, face to face, semi structured interviews including 10 female students, 8 academic female staff members and 2 female policy makers belonging to different academic institutions in Lahore, in the province of Punjab, Pakistan.

The findings depicted that at individual level, all females want respect and a dignified image in their respective working organizations and there found an urge in females to maintain that as well, irrespective of different dressing styles, dealings, personalities or employment statuses they all wanted their consent to be respected at first and accepted in all gender biased situations as a basic human right. Although, almost they all strongly condemn unwanted proceedings and behaviours from opposite sex implicitly but explicit expression of response or aggression against sexual harassment has always been a calculative decision for a female victim depending on the contours of experienced sexual harassment, victim's personality and emotional strength, organizational culture, victim's job status, power differences, victim's professional image, victims self-esteem, organizational reputation and structure, organizational support or pressure.

Keywords: *Sexual harassment (SH), Culture, Gender biases, Patriarchal society, Pakistani context, Respectable feminism, Feminist social control, Feminine agency, Intersectionality, Response strategies, Prevention, Coping, Pakistani women, Women in academia.*

The Relationship between Emotional Intelligence and Job Burnout in Employees of Telecom Sector

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Abstract

The aim of the present study was to investigate the relationship between Emotional Intelligence and Job Burnout in employees of telecom sector. For this research 134 (82 men and 52 women) participants were selected with the age range of 18-44 belonged to the four telecommunication companies of Lahore. For assessing the target variables different assessment measures were used. Researcher devised semi-structure interview, demographic sheet, in addition, Wong and Law Emotional Intelligence Scale (WLEIS- Wong & Law, 2002), Oldenburg Burnout Inventory (OLBI-EvangeliaDemerouti, 2003) were administered. Results were calculated by using SPSS 20. In the results of present study Emotional Intelligence has positive correlation with job burnout. The results of the present study will be helpful for high authorities of companies and mental health professionals to develop better strategies for increasing employees' job performance by uplifting their psychological health.

Keywords: *Emotional intelligence, Job burnout,Telecom sector.*

Perceptions and Awareness about Workplace Harassment Act among University Students of Lahore

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Abstract

Sexual Harassment at workplace is a common challenge across the globe. However, very few countries have proceeded with legislative actions in this regard. Pakistan, in 2010 introduced "The Protection against Harassment of Women at the Workplace Act 2010", which was specificallyaimed to address the issues of workplace harassment. The present study is interested to explore the level of awareness and perception of the law among university students, who are potential employs of future. The study was qualitative in nature by following interpretive ontological and social constructivism epistemological stance. In-depth interview were taken from (20) girls and (20) boys from four different universities of Lahore through purposive sampling. Thematic analysis technique was used to analyze the data. The findings of the study reflected that majority of students were unaware of the Workplace Harassment Act. Students, who were aware of the act got apprised through newspapers, and social media has, by and large, not played any role in disseminating such information. Universities have also failed to play a constructive role as the seminars and awareness sessions regarding harassment have always been neglected. Similarly, harassment committees were not playing its roles effectively. It was noted that mostly students were unaware of such provisions in the university. It was also observed that if some students were aware of the act, they were reluctant to consult the mechanisms due to the fear of character assassination. It is suggested that universities should take immediate and effective steps to disseminate awareness regarding work place harassment act. The constitution of committees along its effectiveness should also be assured.

Keywords: *Workplace, Sexual harassment Act, Perceptions, Awareness, Lahore.*

Stigmatization of Women Police Officers: Perceptions from Lahore

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Abstract

Women have always played a significant role in positive development of society and with their efforts and skills they have proven that their participation can lead any organization to achieve positive outcomes for both men and women. The study primarily aims to explore the type of social pressures that lead female towards missing out career opportunities in the Police Department by labeling policing inappropriate profession for women by the society. The major area of concern of the study is to highlight the false conceptions related to policing as a profession for women and to highlight the reasons of labeling this profession, not suitable for women and also its effects on women who are working in this department. The research investigate the perception that how stereotypical behavior of society regarding male dominating work places leads women towards a complex situation where they feel that they will not adjust within the particular environment. Ten qualitative interviews of female police officers working in different police stations of Lahore were carried out to investigate the causes of labeling profession of policing inappropriate for women in their career building. The study challenges the fact that regardless of active participation of women in this male oriented department, women are facing stereotypical behaviour from society and due to that, their career building in this department is facing challenges on daily basis. These challenges involve societal and familial pressures related to their personal and social life, i.e. as regards to marriages, due to bad reputation of this department; women working here are labeled as corrupt. The study concludes that the concept of community policing is now playing a positive role in changing these myths and stereotypes. With hiring of educated female staff as front desk officers, Punjab police is trying to change its image by overcoming the gap between general public and police. In addition, the findings match with the hypothesis that these are the cultural barriers that become a hurdle in career building of women in policing.

Keywords: *Gender stereotype, Policing, labeling, Gender stereotyping of professions, Social barriers.*

Impact of Cyber Bulling on Undergraduate Student's Academic Achievements in Universities, Lahore

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Abstract

The aim of this study was to gain a better understanding of the impact of cyber bullying among under graduate students of universities in private and public sectors. The study was quantitative in nature by following the ontological stance of positivism and epistemological stance of objectivism. The sample consisted of 150 students of private and public sector universities. Study respondents were selected by using a two stage random sampling technique. Descriptive statistical analysis was employed to generate the study results. The data was collected from 150 students using a survey, which contains limited choice, scaled response, and open ended questions.The results revealed that about 16% of the students had engaged in cyber bullying via the Internet and text messages, whereas 65% of the students mostly girls had been victims of cyberbullying. Cyberbullying seems to be a rather anonymous, peculiar activity, which primarily takes place at home. Female students mostly react to cyberbullying by pretending to ignore it. However its negative impact on their mental health and academic achievement could not be ignored. Mostly the student were unaware of the fact that how to tackle the incidents of cyber bullying. It is suggested on the basis of study results that universities should take necessary steps to address the issues of cyber bullying.

Keywords: *Cyber bullying, Academic achievement, Student assessment, Lahore.*

Complexities of Inter-sect Marriages: Reflections from Lahore

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Abstract

This study concentrates on the problems that are faced by women in intersect marriages in Lahore. This research explores complexities of Shia-Sunni marriages. The primary objective is to investigate issues and challenges that are being faced by women in Shia-Sunni marriages through qualitative interviews. The study is conducted in Lahore. For this purpose ten Shia-Sunni couples were selected from all ten towns of Lahore with the help of purposive sampling for interviews. The results show that the different religious practices usually initiate conflicts and joint families also contribute to the complexity of situation. The lack of awareness about the other sect raise adjustment issues, lack of social acceptance and sometime females are forced to follow the practices of the husband's sect and they don't have liberty to follow their own will.

Keywords: *Intersect marriages, Shia-Sunni Marriages, religion, sect, marriage issues.*