UNIVERSITY OF MANAGEMENT & TECHNOLOGY

**DEPARTMENT OF GENDER STUDIES**

**GS-640**  **GENDER AND WORK: INFORMAL VS. FORMAL SECTORS**

**Capsule Statement:**

The course is designed to introduce students with the basic concepts of gender and work and it further intends to familiarize the students that how gender role expectations lead to gendered division of labor and what type of issues women face in both formal and informal sectors due to the gender segregated policies. The primary goal of this course is to aware students about the key issues and challenges faced by Pakistani society regarding gender and work**.** In this course, we will consider questions like: Why women get low wages as compare to their male counter parts for the same work in informal sectors of Pakistan? And how formal sectors of Pakistani economy can enhance women’s participation? This course will enable students to come up with workable solutions about the challenges of gendered work places.

**Objectives:**

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

* Become familiar with the basic concepts of gender and work.
* Analyze and assess challenges and issues regarding gendered work places in Pakistan
* Become acquainted with the issues faced by women in the informal economy of Pakistan.

**Contents:**

1. **Explaining Basic Concepts**
   1. What is Gender?
   2. What is work?
   3. The Distinction between Formal and informal economy
   4. The significance of work in a capitalist society.
   5. How work and income status relates to gender equity**?**
2. **Defining Basic terminology regarding Gender and Work**
   1. How gender role expectations lead to gendered division of labor?
   2. Triple shift Burden
   3. Glass ceiling
   4. White collar jobs
   5. Pink collar work
   6. Blue collar work
   7. Gender wage gap
   8. Unpaid work of women

**3: Women & Formal Work: Issues and Challenges in Pakistan**

* 1. Defining formal Employment
  2. [Some facts about women in the formal sector](http://www.wikigender.org/wiki/women-and-the-informal-economy/#w_some-facts-about-women-in-the-informal-sector)
  3. Women and issues of work place Harassment
  4. Women and issues of glass ceiling
  5. [Statistics on the formal sector](http://www.wikigender.org/wiki/women-and-the-informal-economy/#w_statistics-on-the-informal-sector) employment of women in Pakistan

**4: Women and informal work: Issues and Challenges in Pakistan**

* 1. [Defining informal employment](http://www.wikigender.org/wiki/women-and-the-informal-economy/#w_defining-informal-employment)
  2. [Some facts about women in the informal sector](http://www.wikigender.org/wiki/women-and-the-informal-economy/#w_some-facts-about-women-in-the-informal-sector)
  3. [Home-based workers and street vendors](http://www.wikigender.org/wiki/women-and-the-informal-economy/#w_home-based-workers-and-street-vendors)
  4. [Woman-poverty-informal sector overlap](http://www.wikigender.org/wiki/women-and-the-informal-economy/#w_woman-poverty-informal-sector-overlap)
  5. [Statistics on the informal sector](http://www.wikigender.org/wiki/women-and-the-informal-economy/#w_statistics-on-the-informal-sector)
  6. Women in cottage industry: issues and challenges
  7. Women and agriculture labor : issues and challenges

**5:** **The legislative landmarks related to Formal and informal employment and gender equity in Pakistan**

**Recommended Readings:**

Nelson, Robert L. and William P. Bridges. 1999. *Legalizing Gender Inequality: Courts, Markets, and Unequal Pay for Women in America*. New York: Cambridge University Press.

Kanter, Rosabeth Moss. 1977. *Men and Women of the Corporation*. New York: Basic Books.

Hochschild, Arlie. 1989. *The Second Shift: Working Parents and the Revolution at Home.* New York: Viking.

Tomaskovic-Devey, Donald. *Gender and Racial Inequality at Work: Sources and Consequences of Job Segregation.* Ithaca, NY: ILR Press.

Ward, Kathryn. 1990. *Women Workers and Global Restructuring*. Ithaca, NY: Cornell University Press.

Nelson, Robert L. and William P. Bridges. 1999. *Legalizing Gender Inequality: Courts, Markets, and Unequal Pay for Women in America*. New York: Cambridge University Press. Ch. 1, 2, 3, and 9. LIBRARY RESERVE

Ridgeway, Cecilia. 1997. “Interaction and the Conservation of Gender Inequality: Considering Employment.” *American Sociological Review* 62:218-35.

Elliott, James and Ryan Smith. 2004. “Race, Gender, & Workplace Power.” *American Sociological Review* 69(3):365-86.

Hartmann, Heidi. 1976. “Capitalism, Patriarchy, and Job Segregation by Sex," *Signs* 1(3) part 2.

Martha Alter Chen, Joann Vanek, Marilyn Carr (2004) *Mainstreaming Informal Employment and Gender in Poverty Reduction*. Commonwealth Secretariat

Mustafa F. Èzbilgin, Jawad Syed (2004) *Managing Gender Diversity in Asia: A Research Companion* (edited). Cheltenhalm : Edward Elgar.

Arvil V. Adams, Sara Johansson de Silva, Setareh Razmara(2013) *Improving Skills Development in the Informal Sector: Strategies for Sub-Saharan Africa*. World Bank Publications.

India. Ministry of Social Welfare (2009) *Gender Bias in Employment: Women in the Urban Informal Sector*. National Institute of Urban Affairs

Naila Kabeer (2014) *Gender & Social Protection Strategies in the Informal Economy*. India: Routledge.

Regina Becker-Schmidt (2013) *Gender and Work in Transition: Globalization in Western, Middle and Eastern Europe*. Springer Science & Business Media.

Rita Mae Kelly (2001) *Gender, Globalization, and Democratization*. Rowman & Littlefield

Mai Thi Thanh Thai, Ekaterina Turkina (2013) *Entrepreneurship in the Informal Economy: Models, Approaches and Prospects for Economic Development*. Routledge.