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IMPACT OF GLOBALIZATION ON FEMALE LABOR FORCE PARTICIPATION IN PAKISTAN

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Abstract

Since the 1980s, the world has been increasingly connected and integrated. The concept of distance has been revived by the efficiency of communication and transportation, transforming the world into a global community. Globalization's footprints are becoming increasingly visible with the passage of time. Aside from other aspects, ever-increasing globalization is altering women's life. Involvement in the work force is considered as an important indicator of women empowerment. The purpose of this research is to determine the influence of globalization on female labor force participation in Pakistan. Female labor force refers to all women who supply labor for the production of goods and services in a stated period. Women comprise nearly 50 percent of the population of Pakistan, therefore, their active economic participation is essential for the economic growth and development. Female labor force participation rate and the KOF Globalization Index (the Index measures the economic, social and political aspects of globalization) data of Pakistan are utilized to achieve the research objectives. Moreover, regression analysis is used for the purpose of data analysis. The study reveals the significance of globalization in improving the situation of women empowerment and gender equality in the country.

Keywords: Globalization, Female Labor Force Participation, Women Empowerment, Gender Equality, Pakistan.

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Introduction

Economy of the world has become progressively linked and unified since the 1980s. Advancement in means of communication and transportation has significantly revitalized the concept of distance (Lee & Vivarelli, 2006).Globalization is defined as the course of unification and integration of political, economic, cultural and social element sin the world intended at the boundless sreorganization of political and socioeconomic philosophy around the world (Ahmadu, 2013).Internet has played a very significant part in strengthening the concept of globalization. Today, the people around the world can communicate and interact with each other very easily. Brands of one economy are well-known in the entire globe, such as the brands of McDonalds and Pepsi etc., people do not only transfer the material goods, they also transfer the views, opinions and their feelings with one another which in turn shape their attitudes and behaviors (Galindo-Romero, 2009). Globalization is a multifaceted word and has political, economic and social effects(Torres, 2001). Globalization has profound effects on both male and female genders, as well as their relations. The most visible effect of globalization is greater female engagement in the paid job market, which is higher than male participation (Mahmood, Yasin, Ahmed, Nawaz, & Umair, 2014).Women are impacted by globalization not just with respect to the growing number of female workers, but in terms of the quality of their employment conditions as well (Gills & Piper, 2002). This study is conducted to identify the impact of globalization on female labor force participation in Pakistan. Female labor force refers to all women who supply labor for the production of goods and services in a stated period. Women comprise nearly 50 percent of the population of Pakistan, therefore, their active economic participation is essential for the economic growth and development. Female labor force participation rate and the KOF Globalization Index (the Index measures the economic, social and political dimensions of globalization) data of Pakistan are utilized to achieve the research objectives. Economic globalization has two components: real economic flows and trade and capital limitations. The sub-index on real economic flows contains statistics on trade, FDI, and portfolio investment. The sub-index on limits considers hidden import barriers, mean tariff rates, taxes on international trade (as a proportion of current income), and a capital controls index. The number of embassies and high commissions in a country, the number of international organizations in which the country is a member, the number of UN peace missions in which the country participated, and the number of treaties signed between two or more states all contribute to the country's degree of political globalization. Personal relationships, information flows, and cultural closeness are three characteristics of social globalization. Personal contacts are included in the sub-index on international

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telecom traffic, degree of tourism, transfers, foreign population, and quantity of international letters. The sub-index on information flows covers the number of internet users, the proportion of homes with a television set, and newspaper trade. The cultural closeness sub-index covers book commerce and the number of McDonald's and Ikea locations in a nation. The globalization index as a whole encompasses the economic, social, and political components of globalization(The Global Economy, 2021). Higher values denote greater globalization. The study reveals the significance of globalization in improving the situation of women empowerment and gender equality in the country.

Research Objectives

The core objective of the investigation is to identify the impact of globalization on female labor force participation. However, the term globalization has three main dimensions which include; political, economic, and social. Therefore, the sub-objects of the research are to determine the impact of political, economic as well as social globalization on female labor force participation in Pakistan.

Significance of the Study

Globalization's footprints are becoming increasingly visible with the passage of time. Aside from other aspects, ever-increasing globalization is altering women's life as well. Women's empowerment is considered as a very significant indicators of their involvement in the work force. The study is intended to identify the impact of globalization on female labor force participation in Pakistan, therefore, it reveals the significance of various facets of globalization in improving the situation of women empowerment and gender equality in the country.

Literature Review

The world is becoming increasingly interconnected, reinforcing the notion of globalization. Globalization is a word that has appeared in the many scholarly articles in recent years (Gills & Piper, 2002).Globalization is bringing new possibilities, and the present wave has substantially improved the lives of females all around the world, particularly in developing economy. Following the application of "globalization," "liberalization," and "privatization" strategies, women have a lot of new job opportunities. Globalization and women have been the subject of a growing body of literature. Multinational corporations, for example, hire males and females equally since they function in a competitive environment and choice the finest

personnel irrespective of gender. It inspires more females to apply for occupations. Females' societal selections have also increased as a consequence of globalization. Females are earning more money as an outcome of globalization, which increases their self-esteem and individuality. Globalization has the potential to interrupt old attitudes toward females, permitting them to contribute similarly in the world(Kaur, 2018). Similarly, Mahmood et al. (2014)state that women have gained access to a variety of job opportunities, improved their provisioning capacities, improved their specialized skills and spoken abilities, and most importantly, they have gained control over resources, enhancing their policymaking control in their lives as a result of globalization. Globalization has an impact on women not just in terms of the growing figure of female work forces, but also in terms of the quality of their working conditions.

Though, women's labor market situation has changed dramatically in recent years as a result of rapid globalization and fast-paced technical progress, still, there are still many barriers which are not letting women fully participate in different facets of the society. Women perform two-thirds of the world's work, receive 10% of the world's work, and own 1% of the world's means of production. In the age of globalization, this is the current image of a woman. Evidently, substantial obstacles, such as illiteracy, impede the promotion of an effective role for women in development in cultures bound by centuries-old traditions and beliefs (Indian Journals, n.d.).

According to Ashraf and Ali (2018) Pakistani woman's position is traditionally determined by her family. Women and males differ in terms of health, education, economic prospects, work, personal security, asset control, and political engagement. Women's empowerment is a multi-faceted and complex problem, with different definitions in different societies. Women's status usually relates to a woman's sense of self-development, her ability to pick from a variety of options and chances, the impact of societal changes, and her power to regulate her life both inside and outside the home. This paradox is dependent on a society's organizational revolution, which is based on enlightening possibilities, work reforms, fertility control, governing rights, decisions on the reproductive process and access to resources. Researchers suggest that Pakistan must improve its socioeconomic structure for achieving the desired level of women's status. Also, Mumtaz, Hasan, Nizam, and Akhter (2015) state that in today's culture, prejudice and double standards for women are quite frequent and ubiquitous, especially in Pakistan. By taking visionary moves in the correct direction, all discriminating components in the attitude must be removed. As a result of globalization, awareness of females regarding their rights, financial authorization and their general progress is also increasing. Such awareness is playing an important role in making the situation of women empowerment quite better in Pakistan(Chaudhary, Chani, & Pervaiz, 2012).

Metcalfe (2008) while discussing the gender, globalization and work in the Arab world states that financially, communally, in history, and administratively, the Arab

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world is diverse. Arabs, on the other hand, are related in a number of conducts. A common language (Arabic), religion (Islam), and cultural identity and legacy bind the vast majority. Social transformations, demographic transitions, financial surges of prosperity, and civil violence continue to plague the region. Export processing, free trade zones, and world market manufacturers, also ecommerce and banking, have all benefited from economic globalization, particularly in oil/gas-rich economies like Bahrain, the United Arab Emirates, and Saudi Arabia. Emiritarization, Omanization, Bahrainization, and Saudiazation1 are all measures that have created career opportunities for women in the public sector. In addition, there are indicators of rising business development among females, particularly in Bahrain, Jordan, and Egypt following international trends.
In the light of the above literature, following hypotheses are developed:

Hypothesis-1: Economic globalization has a positive significant impact on female labor force participation in Pakistan.

Hypothesis-2: Political globalization has a positive significant impact on female labor force participation in Pakistan.

Hypothesis-3: Social globalization has a positive significant impact on female labor force participation in Pakistan.

Research Methodology

Variables of the study include; political, economic and social globalization and labor force participation. Regression analysis is used to inspect the impact of each dimension of globalization on labor force participation in Pakistan. Data of the mentioned variables for the period of twenty years (2000-2019) is utilized to achieve the research objectives. SPSS and MS-Excel software are used for the purpose of data management and analysis, both the software have user friendly interface and are easy to use.

Data Analysis and Results

Impact of Political Globalization on Female Labor Force Participation

R value is .899 (Annexure, Table-1) which indicates that there is strong positive linear association between political globalization and female labor force participation. Moreover, R Square value is .809 (Annexure, Table-1) which depicts that around 80% variation in female labor force participation is described by political globalization.

Here, $p < 0.0005$, which is less than 0.05, and specifies that, overall, the regression model statistically significantly forecasts the female labor force participation (i.e., it is a good fit for the data) (Annexure, Table-2).
Regression Equation: Political Globalization = -98.920 + 1.418 (Female Labor Force Participation).
Regression equation depicts that if political globalization increases by 1 unit, then female labor force participation increases by 1.418 units, keeping other things constant (Annexure, Table-3).
On the basis of data analysis, hypothesis-2 is accepted and it is concluded that political globalization has a positive significant impact on female labor force participation in Pakistan.

Impact of Economic Globalization on Female Labor Force Participation

R value is .285 (Annexure, Table-4) which indicates that there is weak positive linear association between economic globalization and female labor force participation. Moreover, R Square value is .081 (Annexure, Table-4) which depicts that around 8% variation in female labor force participation is described by economic globalization.
Here, $p = .237$, which is more than 0.05, and indicates that, overall, the regression model does not statistically significantly forecast the female labor force participation (i.e., it is not a good fit for the data) (Annexure, Table-5).
Regression Equation: Economic Globalization = 29.384 - .246 (Female Labor Force Participation).
Regression equation depicts that if economic globalization increases by 1 unit, then female labor force participation decreases by -.246 unit, keeping other things constant (Annexure, Table-6).
On the basis of data analysis, hypothesis-1 is rejected and it is concluded that economic globalization does not have a positive significant impact on female labor force participation in Pakistan.

Impact of Social Globalization on Female Labor Force Participation

R value is .967 (Annexure, Table-7) which indicates that there is almost perfect positive linear association between social globalization and female labor force participation. Moreover, R Square value is .936. (Annexure, Table-7) which depicts that around 94% variation in female labor force participation is explained by social globalization.
Here, $p < 0.0005$, which is less than 0.05, and indicates that, overall, the regression model statistically significantly forecasts the female labor force participation (i.e., it is a good fit for the data) (Annexure, Table-8).

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Regression Equation: Social Globalization = 6.406 + .377 (Female Labor Force Participation).

Regression equation depicts that if social globalization increases by 1 unit, then female labor force participation increases by .377 unit, keeping other things constant (Annexure, Table-9).

On the basis of data analysis, hypothesis-3 is accepted and it is concluded that social globalization has a positive significant impact on female labor force participation in Pakistan.

Conclusion

The concept of distance has been greatly revitalized thanks to advancements in communication and transportation. The Internet has played a critical role in advancing the globalization notion. People all across the world may now readily converse and connect with one another. Globalization is a multifaceted term with political, economic, and social implications. Globalization has a significant impact on both men and women, as well as their families. Globalization's most obvious effect is increased female involvement in the paid labor market, which is higher than male participation. The study's goal is to determine the impact of globalization on women's involvement in the labor force in Pakistan. The findings show that political and social globalization have a favorable substantial impact on female labor force participation in Pakistan, however economic globalization does not. Because women account for approximately half of Pakistan's population, their active economic engagement is critical for the country's economic growth and development. Women's participation in the labor force is one of the most important indications of their empowerment. The research demonstrates the importance of globalization in advancing women's empowerment and gender equality in the country.

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Annexure

Table 1 Model Summary (Political Globalization and Female Labor Force Participation)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.899[a]	.809	.798	1.18988

a. Predictors: (Constant), Political Globalization

Table 2ANOVA[a](Political Globalization and Female Labor Force Participation)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	101.922	1	101.922	71.988	.000[b]
	Residual	24.069	17	1.416		
	Total	125.990	18			

a. Dependent Variable: Female Labor Force Participation Rate
b. Predictors: (Constant), Political Globalization

Table 3Coefficients[a] (Political Globalization and Female Labor Force Participation)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-98.920	14.034		-7.049	.000
	Political Globalization	1.418	.167	.899	8.485	.000

a. Dependent Variable: Female Labor Force Participation Rate

Table 4 Model Summary (Economic Globalization and Female Labor Force Participation)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.285[a]	.081	.027	2.60938

a. Predictors: (Constant),
Economic Globalization

Table 5ANOVA[a](Economic Globalization and Female Labor Force Participation)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	10.239	1	10.239	1.504	.237[b]
	Residual	115.751	17	6.809		
	Total	125.990	18			

a. Dependent Variable: Female Labor Force Participation Rate
b. Predictors: (Constant), Economic Globalization

Table 6Coefficientsa (Economic Globalization & Female Labor Force Participation)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	29.384	7.570		3.881	.001
	Economic Globalization	-.246	.201	-.285	-1.226	.237

a. Dependent Variable: Female Labor Force Participation Rate

Table 7 Model Summary (Social Globalization and Female Labor Force Participation)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.967[a]	.936	.932	.68898

a. Predictors: (Constant), Social Globalization

Table 8ANOVAa (Social Globalization and Female Labor Force Participation)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	117.921	1	117.921	248.416	.000[b]
	Residual	8.070	17	.475		
	Total	125.990	18			

a. Dependent Variable: Female Labor Force Participation Rate
b. Predictors: (Constant), Social Globalization

Table 9Coefficientsa (Social Globalization and Female Labor Force Participation)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.406	.885		7.239	.000
	Social Globalization	.377	.024	.967	15.761	.000

a. Dependent Variable: Female Labor Force Participation Rate