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# PARTICIPATORY POLICY ASSESSMENT:

Socio-economic Rights of Women  
Working in Agriculture in Punjab



INSPIRED

Using the INSPIRED method  
for policy dialogue



Co-financed by the  
European Union

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### **Aurat Publication and Information Service Foundation (Aurat Foundation)**

Established in 1986, the Aurat Foundation is a national, non-profit, non-governmental organization, committed to create widespread awareness and commitment for a just, democratic and caring society in Pakistan, where women and men are recognized as equals, with the right to lead their lives with self-respect and dignity.

Aurat Foundation is an outreach-based organization with a country-wide presence in all over 120 districts of Pakistan. It functions simultaneously at all levels i.e. working closely at the policy level with decision-makers and at the grassroots through its established networks of women and citizens. It works for enabling women to acquire greater access to knowledge, resources and institutions; to influence attitudes and behavior for a social environment responsive to women's concerns and; to facilitate citizens' active participation in the process of social change and governance at all levels. AF has a strong track record on working with governance institutions, particularly the legislative assemblies, their secretariats and Committees for over two decades. AF is recognized by the Federal and Provincial Governments as having the technical knowledge and support mechanisms to assist them in their work.

It has its headquarters in Islamabad and five offices in the provincial capitals Lahore, Karachi, Peshawar, Quetta and Gilgit. It is a major support organization for civil society organizations, federal, provincial and local governments and political parties, among other public and private institutions.



### **European Partnership for Democracy (EPD)**

The European Partnership for Democracy (EPD) is an independent European non-profit organization supporting the development of democracy outside the European Union. As a network of European civil and political society organizations, EPD advocates for a stronger presence of democracy support on the EU's agenda and facilitates the exchange of knowledge among practitioners. EPD is the first Community of Practice on democracy assistance operating at the EU level. As such, it

added value lies in its capacity to bring together and to connect the work of organizations focusing on a wide range of themes and stakeholders. In this way, EPD seeks to contribute to the effectiveness and the quality of the programming and implementation cycles of democracy support at the EU level.



### **Netherlands Institute for Multiparty Democracy (NIMD)**

The Netherlands Institute for Multiparty Democracy (NIMD) assists political parties in new and emerging democracies. The organization's approach is characterized by facilitating dialogue. NIMD provides safe environments for political parties in a country to meet, overcome distrust and work together on political issues. In addition, NIMD also works directly with parties to strengthen their capacities, and provides education programmes for potential politicians. NIMD works in more than 20 countries in Africa, Latin America, the Middle East, Asia and Eastern Europe.



### **World Leadership Alliance - Club de Madrid (WLA-CdM)**

The World Leadership Alliance - Club de Madrid is the world's largest, independent group of democratic, political leaders, committed to addressing the challenges of democratic transition and consolidation there where they can make a difference. The principal added value of the World Leadership Alliance - Club de Madrid is a unique membership of nearly 100, democratically elected, former Presidents and Prime Ministers, from over 60 countries, willing and able to share their diverse expertise, experience and networks in support of democratic values and leadership worldwide. As former Presidents and Prime Ministers, no longer in public office, World Leadership Alliance - Club de Madrid Members are not politically constrained and thus freer to share their experience and offer strategic advice.

# ACRONYM

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AF	Aurat Publication and Information Service Foundation
BISP	Benazir Income Support Program
CBOs	Community Based Organizations
CdM	Club de Madrid
CEDAW	Convention on Elimination of All Forms of Discrimination Against Women
CRC	Convention on the Rights of the Child
CSOs	Community Service Organizations
DVC	District Vigilance Committee
EOBI	Employees' Old-Age Benefits Institution
EPD	European Partnership for Democracy
EU	European Union
FAO	Food and Agriculture Organization
FGDs	Focus Group Discussions
GSP	Generalized System of Preferences
ILO	International Labour Organization
ILS	International Labour Standard
LAMP	Livestock and Access to Markets Project
MTDF	Medium Term Development Framework
NADRA	The National Database and Registration Authority
NGOs	Non-Governmental Organizations
NICs	National Identity Cards
NIMD	Netherlands Institute for Multiparty Democracy
NIMD	Netherland Institute for Multiparty Democracy
OSH	Occupational Safety and Health
PESSI	Punjab Employees Social Security Institutions
PIRA	Punjab Industrial Relations Ac
PKR	Pakistani Rupee
PPAF	Pakistan Poverty Alleviation Fund
PSDF	Pakistan Skill Development fund
PTCC	Provincial Tripartite Consultative Committee
PWEP	Punjab Women Empowerment Package
SDGs	Sustainable Development Goals
UN	United Nations
WFP	World Food Program
WWF	Workers' Welfare Fund
WDD	Women Development Department
WLA-CdM	World Leadership Alliance - Club de Madrid

# EXECUTIVE SUMMARY

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The Constitution of Pakistan enshrines the principles of equality and non-discrimination. According to Article 25 of the Constitution of Pakistan, all citizens are equal and are entitled to equal protection of the law, and that there shall be no discrimination on the basis of sex. Pakistan has ratified a number of international treaties and have commitments i.e. GSP+ and SDGs for realization of human rights of its citizens.

In wake of the international and national commitments, women are still ignored in development process, and their concerns about equal remuneration for equal work for women and protection of agrarian workers' rights in labour largely remain unaddressed in Punjab. The impact of an economic crisis is especially harsh for women because they have to face the downside of unemployment among other things, including social security – something which does not even exist for them in Punjab.

The provincial machinery, i.e. the Ministry of Women Development (MoWD) and the Provincial Commission on States of Women, established for the advancement of women's rights lacked sufficient human and financial resources and/or technical capacity to carry out mandated functions as effectively as could have been wished.

The present study aimed to; identify gaps in provision of socio-economic rights to women working in agriculture sector in Punjab under the existing labour laws, and policy framework in the context of GSP+ and SDGs; and provide policy recommendations and a road map to lawmakers, policymakers as well as civil society organizations and other stakeholders for the promotion and protection of agrarian women's labour rights. Availability of data is a critical issue. The labour and agriculture government departments do not have gender disaggregated data. The absence of gender specific targets and indicators Impede protect of socio economic rights of women working in agriculture sector.

The policy landscape indicates that labour laws don't recognize this "form" of labour and women's contributions in agriculture sector, is unrecognized, unpaid, underrated, and overlooked. The Punjab Labour Policy 2015 indicates that this area would be subject to a gradual extension of labour protection and welfare, however, no progress made yet. Demographic details indicated that the female literacy rate is very low while female youth participation is agriculture sector in rural areas, is very high. The miserable working conditions, terms of engagement, lack of social protection, absence of occupational safety and health guidelines, gender discrimination towards equal remuneration, harassment at workplace, and allied matters more marginalize women working in agriculture sector.

Agrarian women workers face frequent gender based violence, domestic violence, and sexual harassment at workplace and public areas. Customary practices, exchange, early and forced marriage, bounded labour, sexual assault, rape, murder and other harmful and inhumane customary practices commonly exist in rural areas. Masculine, social and cultural environment also restrict to protect socio economic women' rights.

Women working in agriculture sector face unequal opportunities in terms of nutrition, education, income, employment, assets ownership, and access to prenatal and postnatal care. They do not come under the umbrella of any social protection scheme. The social security institutions do not cover the agriculture sector women. A majority of farm workers and tenants work under precarious and hazardous conditions, which results in adverse health and pregnancy outcomes. There is absence of state-of-the-art emergency service for women farm workers. Furthermore, women face frequent sexual harassment at public place and workplace.

The ownership of land is very low. Only 17% women has ownership of land, and mostly (64.71%) inherited it. Amongst landholder women, not a single woman own more than 50 Acres. Issues connected to land titling/records tie up a large proportion of the rural population in litigation and unproductive activities, which leads to disempowerment and reduced access to justice, credit, technology, services etc.

More than 77% agrarian women are not aware of micro-credit facility, 84% has never contacted to any micro-credit organization and 81% could not get loan due to lack of information, complicated procedure and lengthy documentation-beyond their comprehension. Access to market, safe and appropriate public transport, unconducive market environment and structures of committees restrict agrarian women to come into agribusiness.

Cash transfer programs are well known by a majority of respondents (79%), whereas a very small proportion of agrarian women workers only 3% are the beneficiaries. Agrarian women have neither access to any food transfer program nor they are benefitting from any nutritional supplements. They are receiving polio vaccination but they are not satisfied with the role of LHWs due to their absence or sporadic visits and inadequate provision of reproductive health education, preventive care, HIV/AIDS care, and basic curative care.

Unionization is an alien concept to the agrarian women as 90 percent of them are not aware of it. Those who know about the concept, are not satisfied with their role in helping farm worker women in true senses. Women are inadequately represented in local government, provincial and political system. There is lack of representation of agrarian women workers (peasant/labour) in local government system as well as provincial and political system.

Additionally, government departments lack gender sensitization and oversight. Lacking gender sensitivity in implementation mechanisms and weak compliance of constitutionally guaranteed fundamental rights, ratified international conventions, treaties and commitments, i.e. GSP+, SDGs, & etc. In this scenario, the cases of harassment and exploitation of vulnerable farm workers increase.

Based on the findings, this study proposes a set of recommendations to improve the socio-economic status and well-being of women working in agriculture sector.

# Chapter 1. INTRODUCTION

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The Constitution of Pakistan envisions a country that is free from discrimination, where women and men are considered equal before the law and can work to their full potential to contribute widely to society. Keeping this in consideration, Pakistan has ratified a number of international treaties, including United Nations conventions.

Despite this, over the decades, the socio-economic rights of most women workers are not protected by any labour laws. This is the case especially with regard to the rights of the women working in the agriculture sector which are still ignored and unaddressed especially in context of the framework given by UN and International Labour Organization (ILO) core conventions – a part of the GSP+ framework.

As a result, Pakistan has largely remained unable to give space to its women, or allow them to progress. In 2014, the World Economic Forum (WEF) identified Pakistan as the second worst country in the world in terms of gender equality<sup>1</sup>. In 2016, the Global Gender Gap Index, ranked Pakistan at 143 out of 144 countries<sup>2</sup>. Globally, where women are concerned, Pakistan is lagging behind.

## 1.1: SOCIO-ECONOMIC RIGHTS OF WOMEN WORKING IN AGRICULTURE IN PUNJAB

In Pakistan, the Punjab province plays a leading role in agricultural production. It is home to 102.9 million people out of which 49.6 million, or 48 percent, are women and 57 percent are under the age of 24<sup>3</sup>. In southern Punjab about (80%) of the population lives in rural areas. The agricultural sector absorbs 72.7 percent of total female employment compared to 33.1 percent of male employment<sup>4</sup>, although it must be noted that there may be underreporting of the female Labour Force Survey (LFP). Gender disaggregation of labour data availability and its improvement with gender perspective is also a critical barrier, which currently remains invisible in national and provincial databases, thus adversely impacts women's status. Women's contributions in agriculture remains unrecognized, unpaid, underrated, and overlooked and they face serious gender related constraints.

Despite being in majority as workers and farmers, women are engaged in agricultural development through participation in farm operations, livestock farming, performing tasks which include fetching water, fuel, rice transplanting, and dairy production, harvesting key agricultural outputs such as cotton, fruit and vegetables. On average, women spend around 12 to 15 hours daily on agricultural activities. Half of them are engaged in farm and family labour and around 75 percent of these women do not receive payment for their work. The wage discrepancies between women and men agricultural workers are based on pre-assumed gender roles. Wage setting through Collective Bargaining Union is rare as trade unions stands shrunk in number, size and power.

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<sup>1</sup>Female Labor Force Participation, Its Determinants and Effect on GDP in Pakistan, 2015, 12

<sup>2</sup><http://reports.weforum.org/global-gender-gap-report-2016/economies/#economy=PAK>

<sup>3</sup><http://reports.weforum.org/global-gender-gap-report-2016/economies/#economy=PAK>

<sup>4</sup>Labour Force Survey of Pakistan, 2014-15

Social protection schemes by PESSI (Punjab Employees Social Security Institution) and EOBI (The Employees Old-age Benefit Institution) do not cover women working in agriculture sector.

Currently the Punjab Labour Policy does not entail labour protection and welfare measures to those in vulnerable and exploitative employment, such as agriculture workers. Working conditions, work environment and nature of engagement of women in agriculture, in the rural areas, tends to be difficult, precarious, and hazardous and work is considered “informal” with little or no protection.

There are other issues as well. Cultural and social norms and customary practices restrict women’s access to land and mobility. Women are discouraged to get their share of land, particularly when the land area is large. For example, Southern Punjab is typified by highly concentrated agricultural land holdings which in socio-political terms, reflects the organisation of society according to a feudal structure. Owing to this, women are not married, or are forcibly married or even married late. They face domestic, societal, emotional, mental, physical and even sexual violence.

In these circumstances evidence has shown that women farmers are largely excluded from modern contract farming arrangements because they lack secure control over land, family, labour and other resources required to guarantee delivery of a reliable flow of produce.

Acknowledging the efforts of the Punjab government, the issue is addressed in Punjab Labour Policy 2015 indicating that this area would be subject to a gradual extension of labour protection and welfare. However, till present, no progress has been made. Punjab does not even have its own agriculture policy. Not just by law, recognition, promotion and protection of women in the agriculture sector is also needed in the policies and action plans of the Women Development Department and agriculture.

During focus group discussions and stakeholder consultations, five main areas were identified by the Participatory Policy Assessment where women in the agricultural sector were most affected. These included employment and wages, economic agency, social protection, working conditions, and unionisation. This participatory policy assessment was done to identify these challenges and the fundamental issues. The ultimate purpose of the policy assessment was not only to identify the potential key areas but also to suggest guidelines for policy makers and concerned stakeholders.

## **1.2: INTRODUCTION OF THE PROJECT**

INSPIRED+ Pakistan, is an EU funded project that supports local actors in nine different countries (Armenia, Bolivia, Cape Verde, Georgia, Kyrgyzstan, Mongolia, Pakistan, Paraguay, and the Philippines). It helps in identifying, analyzing and monitoring those domestic policies that hinder the full implementation of the UN and ILO conventions relevant to the GSP+. It is implemented by the European Partnership for Democracy (EPD), World Leadership Alliance - Club de Madrid (WLA-CdM), and the Netherlands Institute for Multiparty Democracy (NIMD).

In Pakistan, INSPIRED+ supports a multi-stakeholder dialogue for the promotion and protection of labour and socio-economic rights of women working in the agriculture sector in Punjab. This is one specific policy issue (relevant to the 15 UN and ILO core conventions under GSP+). The project is implemented by following the INSPIRED + model which derives from the Integrated Support Programme for Inclusive Reform and Democratic Dialogue (INSPIRED). The model addresses the operational divide between democracy support and the array of instruments aimed at promoting good governance.

### **1.3: PURPOSE OF STUDY**

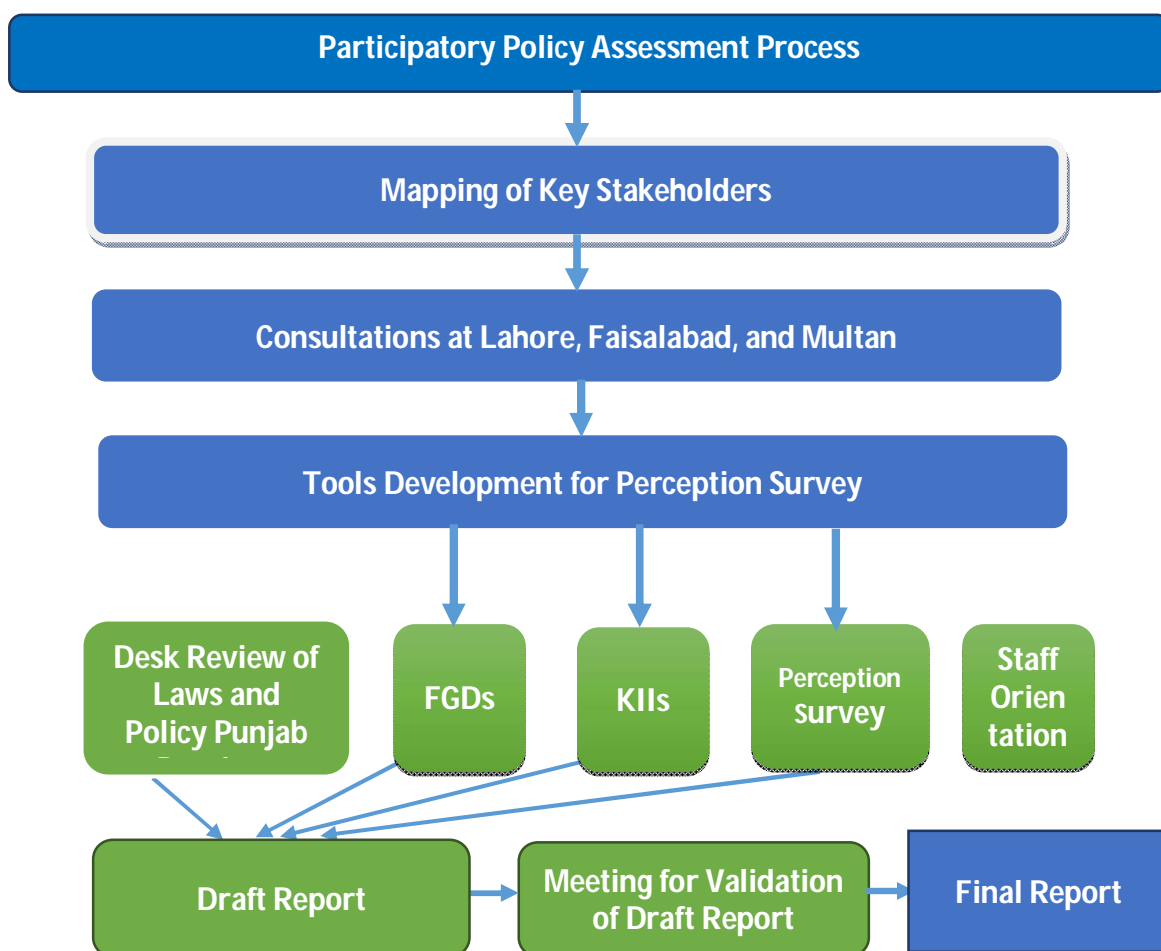
- The Participatory Policy Assessment aims to identify gaps in the provision of socio-economic rights to women in the agriculture sector in Punjab under the existing labour laws, and policy framework in the context of GSP+ and SDGs.
- It also aims to provide policy recommendations and a road map for lawmakers, policymakers as well as civil society organizations and other stakeholders for the promotion and protection of agrarian women's labour rights.

## Chapter 2. METHODOLOGY

This research has been conducted through the participatory approach introduced by INSPIRED+ to assess existing laws, policies, regulations, mechanisms, administrative arrangements, programs, plans of action and strategies for provision of socio-economic rights to women working in agriculture sector in Punjab.

The study used triangulation of methods by conducting stakeholders' consultations, focus groups discussions, desk review, perception survey, and key informant interviews. The study used both quantitative and qualitative approaches to address the issue from different perspectives.

The below diagram explains the process adopted for perception survey:



### 2.1: HIRING OF TEAM FOR PPA

A team was hired for the Participatory Policy Assessment study comprising of a team lead, consultant, seven enumerators, and data analyst through a competitive process. The field enumerators were graduates of the Department of Sociology and Gender Studies,

University of the Punjab, Lahore and individual researchers. Additionally, each of them had a minimum of two years of post-graduation experience of conducting interviews/surveys, particularly on gender and labour issues.(Annex I).

## **2.2: MAPPING OF STAKEHOLDERS**

A mapping exercise was done by adopting the participatory approach to identify the multi stakeholders for various activities of the study comprising legislators, members standing committee on labour, agriculture, and the Women Development Department (WDD), members of the GSP plus task force, office bearers of political parties, officials of ministries and departments of agriculture, labour, education, health, justice, human rights, women development, irrigation, food, environment, livestock, energy, revenue, industries, finance, local government, planning and development, bureau of statistics, and autonomous bodies, commissions, focal persons of GSP plus treaty Cell & SDG's Unit in Punjab, elected representatives, academia, media, experts, civil society organizations and International Non-Governmental Organizations (CSOs/INGOs), youth, farmers associations/trade unions/cooperatives, employers, workers, producers, buyers consumers and others. Lists were prepared for consultations, FGDs, and KIIs.

## **2.3: STAKEHOLDER'S CONSULTATIONS**

Three one-day consultations were organized in Lahore, Multan and Faisalabad. The objective of the consultations was to collect information on critical issues and sensitize stakeholders to convince on the need and evolve common position on agrarian women's labour rights. The team of INSPIRED+ Pakistan organized the consultations during October and November 2017. Overall more than 200 stakeholders participated and representation of all districts of Punjab was ensured in three regional consultations.

The first stakeholder consultation was conducted in Lahore. Legislators, parliamentarians, policy makers, officials of concerned provincial government departments, representatives of chambers of commerce, commission, trade, labour unions, agrarian women worker groups, women rights organizations and all relevant stakeholders participated.

The second consultation was conducted in Faisalabad in which a large group of stakeholders i.e. employers, workers, producers, buyers, consumers, unions and others participated. The third consultation was held in Multan, where women farm workers, landholders, agribusiness persons and tenants participated. The participants of the consultative workshops were appraised and facilitated throughout with background information and guided questions on the standards and basic rights of working women. Participants grouped all issues into key five broader areas; 'Employment and Wages', 'Economic Agency', 'Social Protection', 'Working Conditions', and 'Unionization.'

## **2.4: TOOL DESIGNING FOR DATA COLLECTION**

A semi-structure interview schedule was prepared in English and then translated into Urdu, and it comprised of five major themes including employment and wages, economic agency, social protection, working conditions, and unionization. Both close and open ended questions were added in the tool which provided both quantitative and qualitative data.

## **2.5: DESK REVIEW**

The desk review of the relevant laws, policies, and regulations was conducted in the context of ratified international commitments and GSP Plus. Meetings were held with officials of labour, agriculture, and Women Development Departments, Punjab Social

Protection Authority (PSPA), Local Government Department, Punjab Revenue Authority, PESSI, Social Welfare Department and others. The desk review focused on identification of barriers and gaps inhibiting the protection and promotion of socio-economic rights of agrarian women in Punjab.

## **2.6: ORIENTATION OF FIELD ENUMERATORS**

A one-day orientation session on ‘how to apply the tools of perception survey’ was organized at AF Lahore office. The consultant gave orientation to enumerators on the concepts used in the semi-structured interview schedule. They were informed to meet all the ethical considerations during data collection, and not to breach the code of conduct.

### **2.6.1: PRE-TESTING**

Pre-testing was done with each of the four categories of women at Lahore. The pre-testing helped to improve the semi-structured interview schedule with respect to changing the order of the questions, improving language, and in some cases removing overlapping. The results of the pre-testing helped to finalize the tool of study, which resulted in finalization of the implementation plan.

### **2.6.2: SAMPLING TECHNIQUE**

Keeping in view both objectives and the population of the study, multi-stage purposeful sampling technique was adopted. For this reason, sample was selected in different stages. At first stage, three broader areas were selected from Punjab Province, at second stage; areas were purposely selected where agriculture activity was in abundance. At third stage, women were identified according to the four categories and recruited for interviews. For conducting KIIs, major stakeholders were identified from Lahore district owing to the reason that every stakeholder is available in Lahore.

## **2.7: PERCEPTION SURVEY**

Based on the feedback of consultative meetings, focus group discussions, and desk reviews, a perception survey was designed, where primary data was collected from agrarian women. The survey aimed to capture the perceptions and experiences of Punjab’s agrarian women. This survey was conducted in three regions including Faisalabad, Lahore, and Multan. Based on the knowledge and feedback of consultations and group discussions, the respondent women were divided into four groups as farm workers, landholder farmers, agribusiness workers, and tenants. (Annex II)

## **2.8: KEY INFORMANT INTERVIEWS**

A brief interview guide was prepared in English for conducting KIIs (Key Information Interviews) with the relevant stakeholders. The interview guide comprised of three sections: the knowledge of key informants about prevailing laws related to agrarian women’s rights; interventions taken by the related department and challenges in implementation of the laws and programs. (Annex III)

## **2.9: FOCUS GROUP DISCUSSIONS**

A discussion guide was developed and three main discussions were held in order to engage stakeholders and get their views and insight on the topic. The objectives of the focus group discussions were to define and uncover issues concerning the socio-economic rights of agrarian women, to gain access to information and knowledge on the topic; and to discuss the major issues and challenges highlighted in the preceding consultations.

Four focus group discussions were organized in Lahore. Overall 80 people participated. Each group comprised around 20 participants and each discussion continued for up to two and half hours. FGDs were conducted by adopting cluster approach as per following:

**Cluster (I)** comprised women agriculture workers, farmers, farmer groups, networks and those women who were engaged in livestock, water management, as small land holders, representatives of ginners, traders, commission agents, price control committee, and also women engaged in agrarian businesses.

**Cluster (II)** comprised key officials of relevant government departments that is labour, agriculture, livestock, industries, commerce, P & D, WDD, human rights, education, health and others, ministries, autonomous bodies, government research institutes, commissions, agriculture law experts including representatives of focal persons of GSP Plus treaty cell and SDGs Unit.

**Cluster (III)** comprised representatives of farmers' associations, alliances, networks, organization, unions, GSP+ LWG, NGOs, cooperatives, academia, media, individual experts, CSOs, INGOs, women and youth groups etc.

**Cluster (IV)** comprised legislators, members of standing committee of relevant departments, task forces, parliamentarians, elected representatives of local governments especially elected on labour and peasant seats, political parties and others.

All participants shared their views and opinions in a candid way on the five thematic areas in perspective of labour rights and the gender lens. The discussions were video recorded with permission of the participants and later transcribed verbatim for the purpose of analysis.

## **2.10: DATA ANALYSIS**

The quantitative data have been analyzed with the help of software including MS Excel and Statistical Package for Social Sciences (SPSS version 22/IBM statistics), whereas, qualitative data were analyzed by thematic analysis.

The qualitative data was analyzed in stages. At first stage, the qualitative data was transcribed verbatim in Urdu and then translated into English. During the process of verbatim translation, the colloquial style of language, pauses, fluency, and quotes of the participants were made part of the transcriptions. Anonymity of interviewers and interviewees was maintained during transcriptions by using pseudonyms to the names and places. During the second stage, the transcribed data was categorized and classified for developing themes and sub-themes. In the third stage, data was handed over to the consultant for report writing. In this stage, the salient findings of the study were discussed in the light of the themes inferred from the collected data and the themes derived from the secondary sources.

## **2.11: ETHICAL CONSIDERATIONS**

At every stage of the study, ethical issues were thoroughly considered. Informed consent of interviewees, discussants and participants was obtained prior to data collection. All

participants were briefed about the nature, scope and objectives of the study. Confidentiality of information and anonymity of participants were ensured throughout. These ethical considerations were communicated to the enumerators and implementation of the same was ensured by AF (Annex IV).



# Chapter 3. POLICY LANDSCAPE

As a part of the Participatory Policy Assessment, a desk review of international and national legal frameworks was conducted as well as the government's measures on promotion and protection of women in the agriculture sector.

The objective of desk review was to analyse any existing initiatives and/or services that were present for the benefit of agrarian women's socio-economic rights and to identify any gaps that added to the vulnerability that they already faced.

The policy landscape focused on the review of the international and national legal instruments related to the agrarian women workers. The review of the provincial government's initiatives related to labour, and identification of barriers and gaps that paused the protection of socio-economic rights of women working in agriculture sector.

## 3.1: INTERNATIONAL COMMITMENTS

Pakistan has made several international commitments to achieve gender equality. However, under the GSP Plus<sup>5</sup>, the country has to comply with and report on 27 UN conventions. Twelve of these conventions in one way or the other relate to socio-economic rights of women working in agriculture sector.

### Box 3.1.1: Twelve Relevant International Conventions

International Convention on Economic, Social and Cultural Rights, 1966
International Covenant on Civil and Political Rights, 1966
Convention on Elimination of All Forms of Discrimination Against Women (CEDAW), 1979
Convention on the Rights of the Child (CRC), 1989
Forced Labour Convention, 1930 (C-29)
Abolition of Forced Labour Convention, 1957 (C-105)
Minimum Age Convention, 1973 (C-138)
Worst Forms of Child Labour Convention, 1999 (C-182)
Equal Remuneration Convention, 1951 (C- 100)
Discrimination (Employment and Occupation) Convention, 1958 (C- 111)
Freedom of Association and Protection of the Right to Organize Convention, 1948 (C-87)
Right to Organize and Collective Bargaining Convention, 1949 (C-98)

### 1. International Covenant on Economic Social and Cultural Rights (ICESCR) 1966

**Article 7** of the covenant recognizes the right of everyone to the enjoyment of just and favorable conditions of work which ensures, in particular<sup>6</sup>:

- (a) Remuneration which provides all workers, as a minimum, with:
  - (i) Fair wages and equal remuneration for work of equal value without distinction of any kind, in particular women being guaranteed conditions of work not inferior to those enjoyed by men, with equal pay for equal work;
- (b) Safe and healthy working conditions;

<sup>5</sup> Pakistan attained the status of GSP Plus in 2014

<sup>6</sup><https://www.ohchr.org/en/professionalinterest/pages/cescr.aspx>

(d) Rest, leisure and reasonable limitation of working hours and periodic holidays with pay, as well as remuneration for public holidays.

**Article 8 (a)** of the convention states that “the right of everyone to form trade unions and join the trade union of his choice, subject only to the rules of the organization concerned, for the promotion and protection of his economic and social interests”.

**Article 9** of convention states that “the states parties to the present Covenant recognize the right of everyone to social security, including social insurance”.

## 2. International Covenant on Civil and Political Rights (ICCPR), 1966

**Article 22 (1)** of the convention states that “everyone shall have the right to freedom of association with others, including the right to form and join trade unions for the protection of his interests”<sup>7</sup>.

**Article 22 (3)** of states that nothing in this article shall authorize to state parties to the ILO convention of 1948 concerning “Freedom of Association” and “Protection of the Right to Organize” to take legislative measures which would prejudice, or to apply the law in such a manner as to prejudice, the guarantees provided for in that Convention”.

## 3. Convention on Elimination of All Forms of Discrimination against Women (CEDAW), 1979

**Article 1** of the convention, the term “discrimination against women” shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field<sup>8</sup>.

**Article 5** of the convention states that “Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:

(a) To modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women”.

**Article 14 (1)** states that “states parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of the present Convention to women in rural areas”.

**Article 14 (2)** states that “states parties shall take all measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women that they participate in and benefit from rural development and, in particular, shall ensure to such women the right”:

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<sup>7</sup><https://www.ohchr.org/EN/ProfessionalInterest/Pages/CCPR.aspx>

<sup>8</sup><http://www.un.org/womenwatch/daw/cedaw/text/econvention.htm#article14>

- (a) To participate in the elaboration and implementation of development planning at all levels;
- (b) To have access to adequate health care facilities, including information, counselling and services in family planning;
- (c) To benefit directly from social security programmes;
- (d) To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency;
- (e) To organize self-help groups and co-operatives in order to obtain equal access to economic opportunities through employment or self-employment;
- (g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes;
- (h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.

#### 4. Convention on the Rights of the Child (CRC), 1989

**Article 1** of the convention states that “a child means every human being below the age of eighteen years unless under the law applicable to the child, majority is attained earlier”<sup>9</sup>.

**Article 32 (1)** recognizes the right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development.

#### 5. Forced Labour Convention, 1930 (C-29)

**Article 1** states that each member of the ILO which ratifies this Convention undertakes to suppress the use of forced or compulsory labour in all its forms within the shortest possible period.<sup>10</sup>

#### 6. Abolition of Forced Labour Convention, 1957 (C-105)

**Article 1** this convention undertakes to suppress and not to make use of any form of forced or compulsory labour

- (a) As a means of political coercion or education or as a punishment for holding or expressing political views or views ideologically opposed to the established political, social or economic system;
- (b) As a method of mobilizing and using labour for purposes of economic development;
- (c) As a means of labour discipline;
- (d) As a punishment for having participated in strikes;
- (e) As a means of racial, social, national or religious discrimination<sup>11</sup>.

<sup>9</sup>[https://downloads.unicef.org.uk/wp-content/uploads/2010/05/UNCRC\\_united\\_nations\\_convention\\_on\\_the\\_rights\\_of\\_the\\_child.pdf?\\_ga=2.201800657](https://downloads.unicef.org.uk/wp-content/uploads/2010/05/UNCRC_united_nations_convention_on_the_rights_of_the_child.pdf?_ga=2.201800657)

<sup>10</sup>[https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C029](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C029)

<sup>11</sup>[https://ec.europa.eu/anti-trafficking/sites/antitrafficking/files/ilo\\_convention\\_1957\\_105\\_en\\_1.pdf](https://ec.europa.eu/anti-trafficking/sites/antitrafficking/files/ilo_convention_1957_105_en_1.pdf)

## 7. Minimum Age Convention, 1973 (C-138)

**Article 1** of convention undertakes to pursue a national policy designed to ensure the effective abolition of child labour and to raise progressively the minimum age for admission to employment or work to a level consistent with the fullest physical and mental development of young person's.<sup>12</sup>

**Article 10(5)** states that acceptance of the obligations of this Convention (b) in respect of agriculture shall involve the denunciation of the Minimum Age (Agriculture) Convention, 1921, in accordance with Article 9 thereof.

## 8. Worst Forms of Child Labour Convention, 1999 (C-182)

**Article 2 (a)** of convention the term the worst forms of child labour comprises all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict<sup>13</sup>;

**Article 7 (2)** states to taking into account the importance of education in eliminating child labour, take effective and time-bound measures to:

- (a) prevent the engagement of children in the worst forms of child labour;
- (b) provide the necessary and appropriate direct assistance for the removal of children from the worst forms of child labour and for their rehabilitation and social integration;
- (c) ensure access to free basic education, and, wherever possible and appropriate, vocational training, for all children removed from the worst forms of child labour;

## 9. Equal Remuneration Convention, 1951 (C- 100)

**Article 1** of this Convention (a) the term remuneration includes the ordinary, basic or minimum wage or salary and any additional emoluments whatsoever payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the worker's employment; (b) this terms equal remuneration for men and women workers for work of equal value and refers to rates of remuneration established without discrimination of sex.<sup>14</sup>

**Article 2 (1)** states that each member shall, by means appropriate to the methods in operation for determining rates of remuneration, promote and, in so far as is consistent with such methods, ensure the application to all workers of the principle of equal remuneration for men and women workers for work of equal value.

## 10. Discrimination (Employment and Occupation) Convention, 1958 (C- 111)

**Article 1** of this convention states the term discrimination includes (a) any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.

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<sup>12</sup>[https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C138](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C138)

<sup>13</sup>[https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C182](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C182)

<sup>14</sup>[https://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---declaration/documents/publication/wcms\\_decl\\_fs\\_84\\_en.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_decl_fs_84_en.pdf)

**Article 1 (3)** of this convention the terms employment and occupation include access to vocational training, access to employment and to particular occupations, and terms and conditions of employment.

### **11. Freedom of Association and Protection of the Right to Organize Convention, 1948 (C-87)**

**Article 11** of the convention undertakes to take all necessary and appropriate measures to ensure that workers and employers may exercise freely the right to organize.

### **12. Right to Organize and Collective Bargaining Convention, 1949 (C-98)**

**Article 1** of convention states that workers shall enjoy adequate protection against acts of anti-union discrimination in respect of their employment.

## **SUSTAINABLE DEVELOPMENT GOALS**

The Sustainable Development Goals (SDGs) were originally conceived as a global agenda for sustainable development and came into force in 2015. In the new development agenda, SDG-1, 2, 3, 5 and 8 specifically relate to socio-economic protection of women working in the agriculture sector, while other SDGs have significant gender-related aspects<sup>15</sup>.

### **SDG 1: End poverty in all its forms everywhere**

**Target 1.4:** By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance

### **SDG 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture**

**Target 2.3:** By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment.

### **SDG 3: Ensure healthy lives and promote well-being for all at all ages**

**Target 3.8:** Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.

### **SDG 5: Achieve gender equality and empower all women and girls**

**Target 5.1:** End all forms of discrimination against all women and girls everywhere

**Target 5.2:** Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

**Target 5.4:** Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate

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<sup>15</sup><https://www.un.org/sustainabledevelopment/development-agenda/>

**Target 5.a:** Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.

**Target 5.b:** Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.

**Target 5.c:** Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

### **SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**

**Target 8.5:** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

**Target 8.8:** Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

**Target 8.7:** Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

**Target 8.8:** Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

**Target 8.10:** Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all.

### 3.2: CONSTITUTIONAL AND LEGAL PROVISIONS IN PUNJAB

After the introduction of the 18<sup>th</sup> Amendment in the Constitution of Pakistan in 2010, the subjects of labour, agriculture and women development have been devolved to the provinces with the mandate to work exclusively for provision of basic socio-economic rights of the citizens.

The Government of Punjab has initiated various interventions, like the Punjab Women Empowerment Package 2014, the Punjab Protection of Women against Violence Act 2016 and various programs in order to protect and promote the socio-economic rights of women of the agriculture sector. Apart from this there are also federal laws such as the Protection against Harassment of Women at Workplace Act, 2010 which is also applicable in the Punjab province.

**Table-3.2.1: Socio-economic Rights and Existing Legal Provisions**

<b>Socio-economic Rights</b>	<b>Constitutional and Legal Provisions in Punjab</b>
Child labour	Prohibited under: Article 11 (3) of the Constitution of Pakistan. restricted under following provincial laws: Factories Act, 1934 Mines Act, 1923 Shops and Establishments Ordinance, 1969 Road Transport Workers Ordinance, 1961 The Punjab Restriction on Employment of Children Act, 2016 The Punjab Prohibition of Child Labour at Brick kilns, Act, 2016
Forced / bonded labour	Prohibited through Article 11 (1&2) of the Constitution and the Bonded Labour System (Abolition) Act, 1992
Freedom of association and collective bargaining	Article 17 of the Constitution protects it and the Punjab Industrial Relations Act, 2010 regulates this right.
Non-discrimination	Article 3 & 25 protect citizen from discrimination There is nothing in favour of discrimination in labour laws. These laws do not expressly prohibit discrimination on the basis of sex or otherwise.
Right to Education	Article 25-A Right to education: The State shall provide free and compulsory education to all children of the age of five to sixteen years in such manner as may be determined by law
Protection against sexual Harassment	The Protection Against Harassment of Women at the Workplace Act 2010
Criminal Law (Amendment) Act 2010 (Pakistan Penal Code Amendment Section 509)	This Act was passed by the National Assembly and applies to the whole country. Pakistan Penal Code Section 509 clearly defines sexual harassment and classifies it as punishable by law. It defines "public place" as including, but not limited to, markets, public transport, streets or parks, and in private places including, but not limited, to workplaces, private gatherings, homes and others. The punishment is up to three

<b>Socio-economic Rights</b>	<b>Constitutional and Legal Provisions in Punjab</b>
	years of imprisonment and/or a fine of up to Rs500, 000.
Protection against Violence	The Punjab Protection of Women against Violence Act, 2016 to protect women against violence including domestic violence, to establish a protection system for effective service delivery to women victims and to create an enabling environment to encourage and facilitate women freely to play their desired role in the society, and to provide for ancillary matters;
Social protection	Article 37 & 38 of the Constitution and following laws: Employees' Old-Age Benefits Act, 1976 Punjab Employees' Social Security Ordinance, 1965 Maternity Benefits Ordinance, 1958
Labour welfare	Workers' Welfare Fund Ordinance, 1971 Companies Profits (Worker's Participation) Act, 1968
Workers' participation in the management	Punjab Industrial Relations Act, 2010
Working conditions & OSH	Factories Act, 1934, Mines Act, 1923, Shops and Establishments Ordinance, 1969 Road Transport Worker's Ordinance, 1961 Punjab Restriction on Employment of Children Act, 2016, The Punjab Prohibition of Child Labour at Brick Kilns, Act, 2016
Wages	Payment of Wages Act, 1936 Minimum Wages Ordinance, 1961 Minimum wages for unskilled workers Ordinance, 1969
Compensation	Workmen's Compensation Act, 1923

**Table-3.2.2: Allied Laws**

<b>Laws</b>	<b>Key Principles/Rights</b>
Punjab Free and Compulsory Education Act, 2014,	Under Punjab Free and Compulsory Education Act, 2014, every child shall have a right to free and compulsory education from class one to ten, non-formal education, vocational education or a combination of all and if a child above five years of age has not been admitted in any school or after admission, could not complete education, the local government shall, in the prescribed manner, develop a mechanism to ensure admission of the child in a school according to age, previous class and other circumstances.
The Punjab Protection of Women against Violence Act, 2016	Under the Punjab Protection of Women against Violence Act, 2016, District Women Protection Committee and Women Protection Officer will be established at district level.

**Table 3.2.3: Major National Level Policies**

Relevant N. Policies	Key Principles/ Rights
Pakistan Vision 2025 <sup>16</sup>	Pakistan Vision 2025 <sup>17</sup> , One Nation One Vision, commits that the legislative framework to protect women's rights shall be strengthened and enforcement machinery will be made gender sensitive to improve implementation. Practices based on gender discriminatory cultural patterns will be discouraged. To increase women's participation in decision making, affirmative action will be taken in all public spheres.
The Government of Punjab MTFD 2017-20 <sup>18</sup>	Under SDGs-5 Gender Equality, the Government of Punjab MTFD 2017-20 talks about provision of ways and means to effectively safeguard women's rights through introducing new legislative framework for safeguarding women's rights, expansion of opportunities to improve socio-politico-economic status of women with special focus on rural areas and addressing social and economic issues pertaining to women.
The Draft National Agriculture and Food Security Policy <sup>19</sup>	The Draft National Agriculture and Food Security Policy proposed ensuring attractive income and decent employment for those who live and work in rural areas and proposes creation of an enabling environment where a wide range of stakeholders, including private sector, GOs/CSOs, farmers' organization, universities and federal and provincial research institutions can work together to bring about social and economic changes <sup>20</sup> .

### 3.3: PROVINCIAL GOVERNMENT INITIATIVES

The provincial government of the Punjab has taken following initiatives for the protection of women workers' socio-economic rights that's are working in agriculture sector:

**Table- 3.3.1: Major Provincial Policies/ Initiatives**

Policies/ Initiatives	Key Principles/ Rights
Punjab Labour Policy, 2015 <sup>21</sup>	Punjab Labour Policy, 2015 recommends equal wage for men and women for equal values of work, due representation to women in labour committees and trade unions and extension of labour laws, labour protection schemes and labour welfare measures to agriculture workers including women engaged over there. For instance, the policy recommends that at least a-tenth of women are made members of the District Vigilance Committees (DVCs) which could be a good opportunity of representation at the district level of the women working in agriculture sector and further recommends formulation of a tri-partite committee with adequate

<sup>16</sup> <http://pc.gov.pk/web/vision>

<sup>17</sup> [www.pc.gov.pk](http://www.pc.gov.pk)

<sup>18</sup> <http://www.finance.punjab.gov.pk/system/files/ADP17-18VOL1.pdf>

<sup>19</sup> <http://www.mnfsr.gov.pk/mnfsr/userfiles1/file/12%20Revised%20Food%20Security%20Policy%2002%20Jun>

<sup>20</sup> At page 4 of the draft Policy

<sup>21</sup> <http://www.dgpr.punjab.gov.pk/vd/dgpr/media/policies/Punjab%20Labour%20Policy%20Final,%202015.pdf>

Policies/ Initiatives	Key Principles/ Rights
	representation of women to work out modalities for operationalizing main recommendations.
Punjab Women Empowerment Package <sup>22</sup>	Punjab Women Empowerment Packages in Punjab commit a number of measures for the women emancipation. For instance, through amendment in wage laws and rules in accordance with ILO Convention No. 100 to ensure equal remuneration to both male and female employees. It also includes, establishment of 'Punjab Day Care Fund' to support working women to make workplaces women friendly on a co-finance basis, facilitation transfer of land, interest free loan to women, 33 % quota in skill development/ training and 15 % quota in Government Jobs.
Livestock and Access to Markets Project (LAMP) <sup>23</sup>	Government of Punjab with the financial assistance of International Fund for Agricultural Development (IFAD) has formulated a project in 2017 namely Livestock and Access to Markets Project (LAMP), which is being implemented in Khushab, Layyah, Mianwali and Bhakkar Districts of the Punjab Province of Pakistan <sup>24</sup> . LAMP shall pursue a three-pronged strategy for gender mainstreaming and women's empowerment aiming to: Expand women's economic empowerment through access to and control over fundamental assets; Strengthen women's decision-making role in community economic affairs and effective representation along social organizations; and Improve the knowledge and well-being of women and ease women's workloads by facilitating women's access to basic rural services and infrastructures, in addition to innovate ways and means to extend their access to cash labour.
Skill Development <sup>25</sup>	According to the Government of Punjab, 14,740 rural women have been trained by Punjab Skill Development Fund (PSDF), 3,070 rural women have been given veterinary training regarding livestock & poultry.

### 3.4: EXISTING PROVINCIAL INSTITUTIONAL MECHANISM

#### PUBLIC SECTOR INSTITUTIONS

No single organization is mandated or responsible for the protection of socio-economic rights of working women in agriculture sector in Punjab. Relevant major public sector organizations are highlighted in Table- 3.1 below:

<sup>22</sup> [wdd.punjab.gov.pk/empowerment\\_packages](http://wdd.punjab.gov.pk/empowerment_packages)

<sup>23</sup> [www.livestockpunjab.gov.pk/infodesk/lamp](http://www.livestockpunjab.gov.pk/infodesk/lamp)

<sup>24</sup> Gender Action Plan; Livestock and Access to Market Project, 2017; Livestock and Dairy Development Department, Government of the Punjab (the Project is supported by IFAD)

<sup>25</sup> <https://psdf.org.pk/>

**Table 3.4.1: Relevant Major Public Sector Organization/Institutions in Punjab**

Organization	Responsibilities
Agriculture Department	Provision of agriculture extension services, awareness and technical support to the workers and farmers on agriculture inputs, technology, health and safety of the workers during use of pesticides, insecticides, weedicides and fertilizers.
Women Development Department, Punjab (WDD)	Punjab Women Development Department is responsible for legislation, policy formulation and sectoral planning for women development, gender equality, women empowerment, mainstreaming gender equality perspective across public policies, laws, programs, and projects by departments and agencies of the government with a focus on women empowerment, promotion, coordination and monitoring of execution of national and provincial policies and commitments on gender reforms and women development, expansion of investment in women's socio-political and economic development to achieve the goal of gender equity and collection of quantitative and qualitative data and conducting of research on the status of women in the Punjab. The Department is also responsible for developing partnership with line departments, non-governmental and civil society organizations to deliver on the rights and entitlement of women <sup>26</sup> .
Punjab Commission on the Status of Women (PCSW)	PCSW is responsible to examine policies, programs and other measures taken by the Government to materialize gender equality; to review the Punjab laws, rules and regulations affecting the status and rights of women; to sponsor, steer and encourage research to generate information, analysis and studies and maintain a database relating to women and gender issues; to develop and maintain interaction and dialogue with NGOs, experts and individuals in society at the national, regional and international level; to facilitate and monitor implementation of instruments and obligations affecting women and girls to which Pakistan is a signatory and; to monitor mechanisms and institutional procedures for redress of violations of women's rights and individual grievances.
Social Welfare and Bait-ul-mal Department <sup>27</sup>	The Department is responsible for registration, technical assistance and monitoring of social welfare agencies; social protection including institutional care, skill development and rehabilitation; registration, assessment, training, employment, and rehabilitation of disabled persons, eradication of social

<sup>26</sup><http://wdd.punjab.gov.pk/functions>

<sup>27</sup> [swd.punjab.gov.pk/](http://swd.punjab.gov.pk/)

Organization	Responsibilities
	evils and financial assistance to poor and needy through Punjab Bait-ul-Mal and emergency relief services with the support of civil society. The Department runs rehabilitation centers for the women in distress <sup>28</sup> .
Labour Department	Enforcement of labour laws, regulation of industrial relations, social protection, health and safety at workplace and labour welfare.
Livestock and Dairy Development <sup>29</sup>	Management of Livestock, Dairy & Poultry Farms, animal Health, livestock Production Extension Services, Preservation and Development of Livestock Genetic resources and Research & Training for Livestock Production <sup>30</sup> .
Women Ombudsperson	The office of the Ombudsperson is a resource for any woman with a problem or concern. It provides informal conflict resolution, mediation services and advocacy for fair treatment and fair process <sup>31</sup> .
Police	Provision of security to both male and female citizens of Pakistan.
District Administration	Coordinate and ensuring provision of basic rights at the district/ ground level.
Local Government	Local facilitation, birth registration and local representation to women in the local government bodies.
Health Department	Provision of health services to general public including women
Punjab Employees Social Security Institution	Social protection and provision of health services to the secured persons/ workers (restricted to the formal sector only)
EOBI	Deals with employees' Old-Age Pension.
WWF	Workers' Welfare Fund deals with welfare of workers and provision of death grant, marriage grant, scholarship to children of eligible workers, free education to the children of industrial workers and other welfare measures.

### 3.5: EXISTING PROVINCIAL COORDINATION MECHANISM

The existing coordination mechanism established in the shape of committees and boards is as under:

**Table 3.5.1: Existing Provincial Coordination Mechanism**

Committees	Role
District Vigilance Committees (DVC)	District Vigilance Committees are established under the Bonded Labour System (Abolition) Act with the purpose to monitor the enforcement of law, rehabilitate the freed

<sup>28</sup> <http://swd.punjab.gov.pk/functions>

<sup>29</sup> [www.livestockpunjab.gov.pk/](http://www.livestockpunjab.gov.pk/)

<sup>30</sup> [http://www.livestockpunjab.gov.pk/page/pages/about\\_us](http://www.livestockpunjab.gov.pk/page/pages/about_us)

<sup>31</sup> [https://www.punjabpolice.gov.pk/Women\\_Ombudsperson\\_Punjab](https://www.punjabpolice.gov.pk/Women_Ombudsperson_Punjab)

Committees	Role
	bonded labourers and to work for welfare of freed bonded labourers.
Provincial Tripartite Consultative Committee (PTCC)	PTCC is provincial level tripartite committee which provides advisory services to the Government for better enforcement of labour laws, enforcement of policies and labour administration and governance in the province.
District Women Protection Committee	District Women Protection Committee protects women from violence at workplace and also in homes.

### 3.6 : IDENTIFIED GAPS IN EXISTING LAWS

The existing labour laws are deficient in addressing the issues of working conditions, social protection, Occupational Safety and Health (OSH), terms of engagement, payment of wages and allied matters of the agriculture sector women. At the same time the implementation mechanisms of provincial as well as federal laws are weak. There is also ambiguity in the definitions of workers and establishments, which cause serious concern.

The desk review of these laws and mechanism shows some major legislative and enforcement deficits in respect of women working in agriculture sector of Punjab which are highlighted in Table 3.5.1.

**Table 3.6.1: Gaps in the Existing Labour Laws in Punjab**

Gaps in the Existing Labour Laws		
Basic Socio-economic Rights	Relevant Labour Laws	Gaps/Deficits
Terms of engagement	Industrial and Commercial Employments (Standing Orders) Ordinance, 1968	This law is applicable only to the workmen engaged in industrial and commercial establishments and agriculture sector is not declared as commercial establishment.
Working conditions & health and safety	Factories Act, 1934 Shops and Establishments Ordinance, 1969	These laws cover industrial and commercial establishments and shops and do not include agriculture sector as an establishment thus the workers engaged therein are excluded from the scope of these laws. The working conditions of workers and women working in agriculture sector are not therefore regulated by any law in Punjab.
Discrimination in wages and employment	No law available	There is no law or provision in the existing labour laws of the province to deal with discrimination in employment and wages on the basis of sex/gender.
Child labour	The Punjab Restriction on	The law includes agriculture

	Employment of Children Act, 2016	establishment {section 2(f)} in the definition of "establishment", however, no enforcement mechanism so far has been devised to conduct inspection in agriculture sector.
Forced labour	The Bonded Labour System (Abolition) Act, 1992	The law implicitly includes agriculture sector, however, the issues of women working in agriculture are not being discussed or addressed through District Vigilance Committees (DVCs). They are neither represented in these committees.
Right of freedom of association and collective bargaining	Punjab Industrial Relations Act, 2010	The law does not exclude agriculture sector, however, no union particularly relating to women working in agriculture sector has so far been registered in the province.
Right of fair wages	Payment of Wages Act, 1936 Minimum wages Ordinance, 1969	These laws are not applied to the workers in the agriculture sector.
Social protection	Punjab Employees' Social Security Ordinance, 1965 Employees Old-Age Benefits Act, 1976	Social Protection laws are not applicable to the workers engaged in agriculture sector.
Workers' Compensation	Workmen Compensation Act, 1923	The law by dint of its scope and application does not exclude workers engaged in agriculture sector. However, the Schedule II appended to the law does not include women workers engaged in agriculture to entitle them for compensation in case of any disability or death. No effort so far has been made to enforce it for the benefit of the women working in agriculture sector.
WOMEN in decision making positions	The Punjab Fair Representation Act 2014	Provision of women workers' representation is available but implementation is weak
Women's political participation	The Punjab Local Act 2013	No women peasant/worker seats are reserved in PLGA 2013

# CHAPTER 4. RESULTS

## 4.1: PERCEPTION SURVEY OF WOMEN WORKING IN AGRICULTURE SECTOR

This section presents results of semi-structured interviews conducted with a sample of 100 women working in the agriculture sector<sup>32</sup>. The section analyses the responses of the women farm workers, landholder farmers, agribusiness workers and tenant farmers.

### 4.1.1: SOCIO-DEMOGRAPHIC PROFILE

The perception survey data were collected from three regions including Faisalabad, Lahore and Multan. The highest number of respondents were selected from Lahore (36 percent), followed by Faisalabad (34 percent), and Multan at (30 percent). (Figure 4.1).

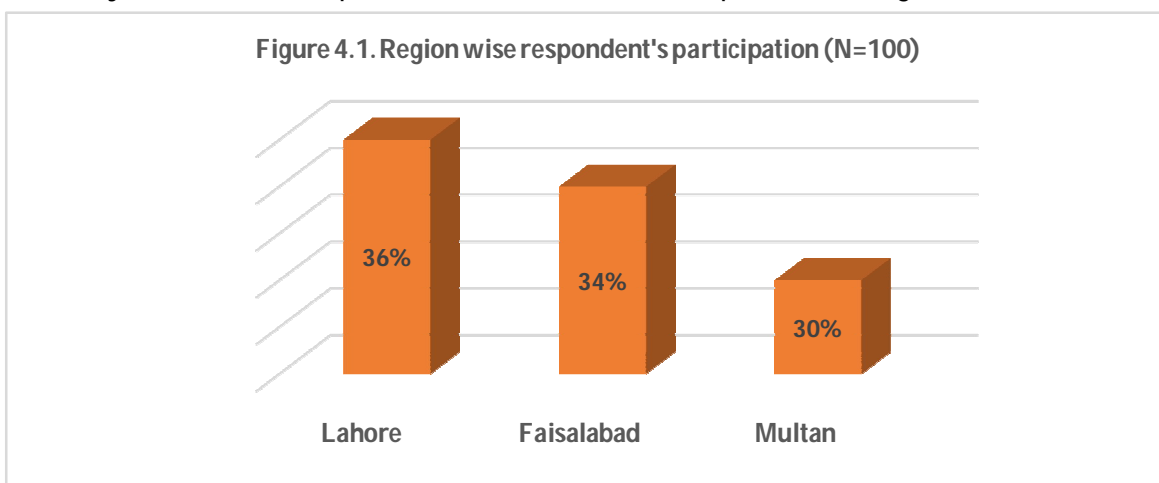
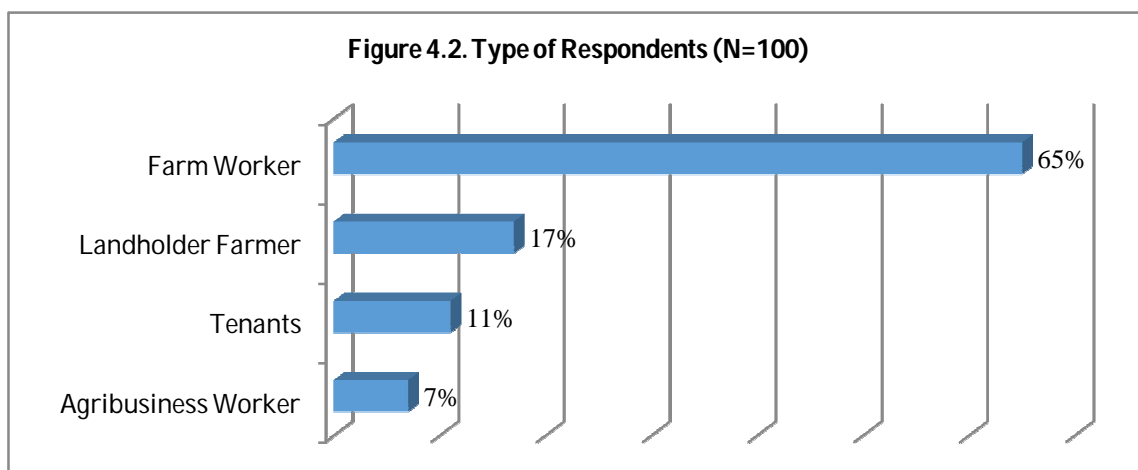
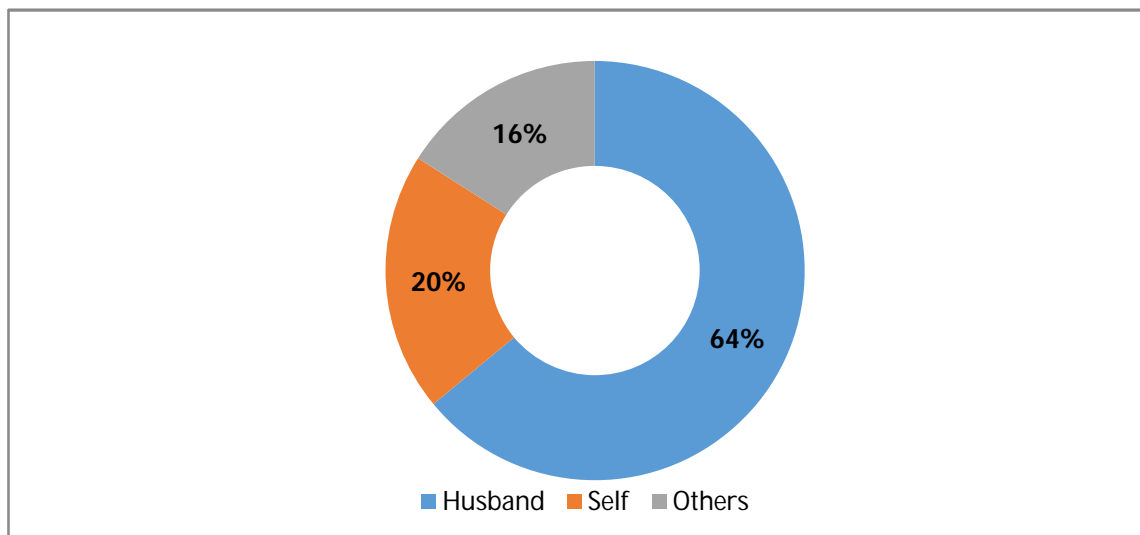


Figure 4.2 indicates that respondents were divided into four groups including 'farm worker', 'landholder farmer', 'agribusiness worker', and 'tenant farmers'. The 'farm worker' outnumbered (65 percent) rest of the categories, followed by 'landholder farmer' (17 percent), 'tenants farmer' (11 percent), and 'agribusiness worker' (7 percent).



<sup>32</sup>In this analysis, special attention has been given to maintain respondents' colloquial expression and verbatim. Findings of this study are purely based upon the responses of respondents, and researchers did not actually testify or cross check the responses, thus, this is a study limitation.

Almost two-third of the respondents (64 percent) reported 'husband' as the head of household, followed by one-fifth (20 percent) as 'self' and 16 percent 'others' (Figure 4.3).



Data indicated a male dominant domestic culture where women do not have enough space for decision making and do not share equal status to the men of the household – despite the fact that they are contributing equally to the household and in the fields. However, they are still not recognized as heads of the household. Only twenty percent of the women are heading their households as widows, divorcees, or who are living separated from their partners, or those who do not have a male sibling.

Table 4.1 below highlights respondents' demographic details. A significant proportion of respondents (65 percent) belonged to a younger age group, i.e. less than the age of 40 years. In this regard, (40 percent) of respondents were between 31-40 years old, and further (25 percent) between 18-30 years. Only (14 percent) of respondents belonged to the higher age group i.e. 51-65 years. The level of education of the respondents showed a skewed trend. Almost two-thirds of the respondents were illiterate (68 percent), while 14 percent of respondents had only primary level education. There were only (9 percent) of the respondents who had intermediate or higher education. Thus, the overall trend indicates that most agrarian women are illiterate or have a very low level of education.

Where marital status was concerned, respondents who were 'currently married' outnumbered the other categories (78 percent). This was followed by the 'widowed' category (11 percent), 'unmarried' (eight percent), and 'divorced' (three percent). Moreover, (40 percent) of women had four to six children and (26 percent) had one to three children. There were five percent women who had no children. Unlike education, the monthly income of the respondents showed varying trends. About one-fifth of respondents (21 percent) had monthly incomes between PKR 3,000 and 6,000, and another one-fourth of respondents (24 percent) had a monthly income between PKR 6,000 and 9,000. This indicates that cumulatively 45 percent of the women were earning less than the minimum wage that is PKR 15000, set at national level. This low level of income is mainly a result of the fact that most women end up with menial low paying labour work.

Furthermore, it indicates that a majority of women active in agriculture belong to the lowest income group. Only a very small proportion of respondents (five percent) had a monthly income between PKR 24,000 and 50,000, representing the middle-income group. Demographic characteristics of respondents indicate that illiteracy widely prevails among women working in the agriculture sector. Most women working in agriculture sector belong to a younger age group (less than 40 years), and receive less than minimum wages set by the Punjab province.

**Table 4.1.1. Demographic Characteristics of Respondents**

Demographic Characteristics	Farm Worker	Landholder	Agribusiness Worker	Tenants	Total
	(n=65)	(n=17)	(n=7)	(n=11)	(N=100)
	%	%	%	%	%
Age in Years					
18-30	19	1.0	3	2	25
31-40	30	6.0	1	3	40
41-50	9	8.0	1	3	21
51-65	7	2.0	2	3	14
Education					
Intermediate & Above	2	6.0	1	0	9
Matriculation	2	1.0	2	1	6
Middle	1	1.0	0	1	3
Primary	8	3.0	1	2	14
Illiterate	52	6.0	3	7	68
Marital Status					
Divorced	3	0.0	0	0	3
Married	51	14.0	4	9	78
Unmarried	6	0.0	2	0	8
Widow	5	3.0	1	2	11
No. of Children					
No Child	2	3	0	0	5
1-3	18	5	1	2	26
4-6	22	8	4	6	40
6-9	17	1	0	3	21
NA	2	3.0	2	1	8
Monthly Income in PKR					
NA	5	2	1	2	10
1-3000	4	0	0	0	4
3001-6000	16	1	2	2	21
6001-12000	1	0	0	0	1
6001-9000	23	1	0	0	24
9001-12000	9	0	1	1	11
12001-15000	5	0	1	2	8
15001-18000	1	3	1	2	7
18001-21000	1	3	1	2	7
21001-24000	0	2	0	0	2
24001-50000	0	5	0	0	5

<sup>a</sup>= mean=39.01, Std. Deviation=11.16

Table 2 indicates that more than half of the respondents were illiterate (52 percent). The relationship between 'education' and 'type of respondent' highlights that illiterate women are more likely to work in low paid occupations, such as "farm workers". Nonetheless, relatively landholder farmer had a higher level of education as compared to farm worker (6vs2 percent).

**Table 4.1.2. Respondent-wise Education (N=100)**

Type of Respondent	Education					Total (%)
	Illiterate (%)	Primary	Middle	Matriculation	Intermediate and Above	
Farm Worker	52	8	1	2	2	65
Landholder Farmer	6	3	1	1	6	17
Agribusiness Worker	3	1	0	2	1	7
Tenants	7	2	1	1	0	11

#### 4.1.2: EMPLOYMENT AND WAGES

*Inference from the data established that the patrons of employment and wages of the respondents through devised instruments were very much pertinent to the choice of occupation, mode of payment, equal wages, involvement of family members in agriculture occupation, and decision about the earned income.*

#### CHOICE OF AGRICULTURE OCCUPATION

Most of the respondents (81%) opted agriculture as an occupation out of complusion, not as choice while 21% said they have their own choice. A number of reasons are there and can be mainly categorized into structural, cultural and personal.

Structural reasons included; poverty, widely prevailing illiteracy, lack of government support, unemployment, seasonal and causal labour as opportunity, financial encumbrances, intergenerational involvement in agriculture occupation, and non-availability of other entrepreneurship options.

"I wish, I was educated, I could earn respectfully"

- 26-year-old farm worker

Where cultural reasons are concerned, women are not encouraged to work at male-dominated workplaces such as factories, markets, business places because it is treated as a taboo in rural culture. Confined mobility is yet another issue. Women are not considered safe to move independently and to access resources. The patriarchal mind-set hinders women from pursuing occupations other than agriculture. In the case of personal reasons, women often work in fields to help their family members to earn better and to share the economic burden of household, and to ensure their children's access to education. Some respondents also said that they work in this sector because they have owned land and knew only about agriculture work.

There is little room for choice, as women in rural and semi-rural areas do not have such liberty due to strong patriarchal system. They are bound to help their males (in some cases on their own) in the agriculture sector which obviously returns at a comparatively less rate than other occupations. Non-availability of finances, entrepreneurial opportunities, restricted mobility and poor outreach of relevant government departments coupled with multiple forms of harassment are major reasons that women of rural areas are limited to just choice this occupation as a profession.

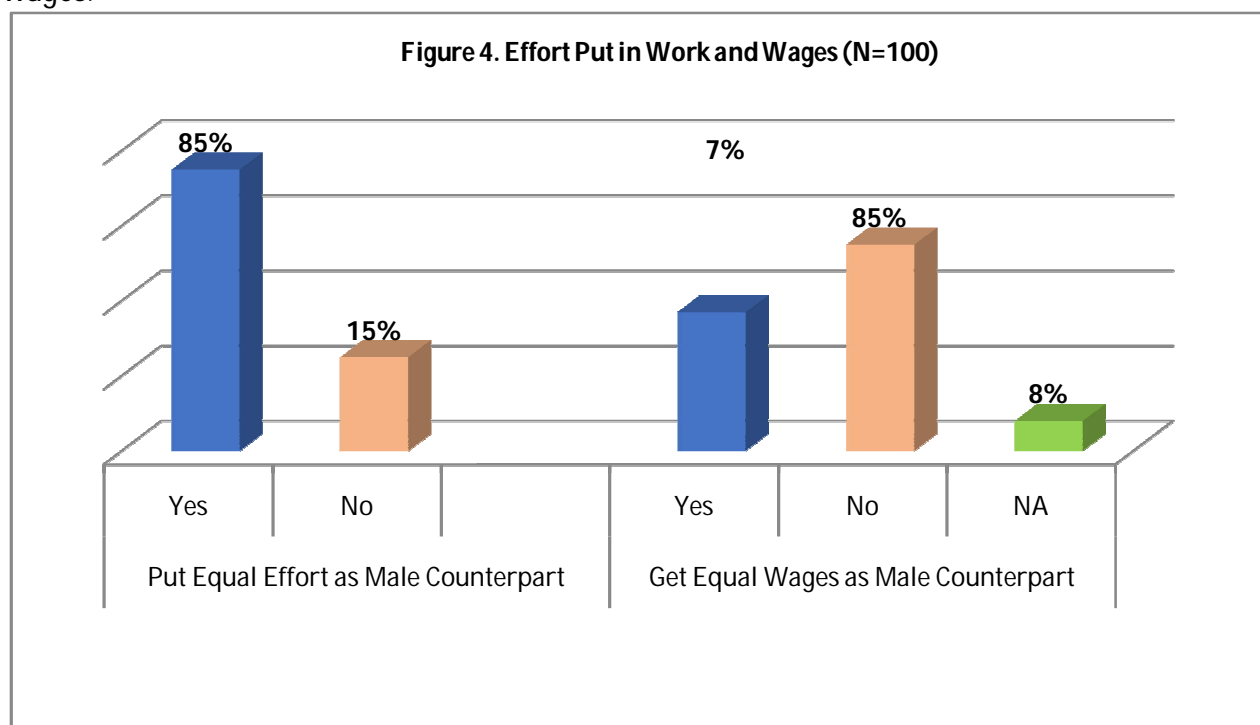
### MODE OF PAYMENT

The majority of respondents (87 percent) farm workers received the wages in cash while 13 percent in kind. The average daily income/wage of farm worker is PKR 250 to 300. Out of 13 percent, eight percent farm workers received wages in “kind”, and payoff was made weekly/fortnightly in the form of wheat, rice, jowar, and fodder for animals, vegetables, and cotton. Alarming, the remaining five percent of the farm workers are families who are bonded in labour and received their wages only bi-annually and annually in the form of crop, livestock etc. A significant number of respondents paid in “kind” received only meagre compensation after persistent pursuance. Most of the agrarian women are exploited in terms of less or delayed payments of their work.

The data indicated two types of women tenant farmers - those that were fixed rent contractors and those who were crop sharers. On fixed term rent contracts, the tenant is bound to pay a fix amount whether it the end output of the crop is in profit or loss. In crop sharing contract, the tenant is bound to share a portion of the agricultural output either in cash or kind that may vary according to total output achieved in the end.

### EQUAL WAGES

A vast majority of the women interviewed (85 percent) believe that they put equal effort as their male counterparts but do not receive wages equal to them (Figure 4). Seven percent of the respondents reported that they made an effort equal to men and did receive equal wages.



A small proportion of eight percent believe that they do not receive equal wages because they do not put in equal effort. The data indicated that women were working equally hard as men but were being less recognised.

*"I do not work less than any male in the field, but due to be a 'female', I am given less wage".*

*Sajida Bibi, 43, farm worker*

Factors influencing wage dissemination included gender bias, narrow mindedness about women's work, control and access of men to modern technology related to agriculture. The nature of women's engagement in various agro-activities varied with respect to their position, i.e. whether they own land, work as labourers, are active in agribusiness, or work as a tenant farmer. For instance, landholder farmers were less likely to do physical and hectic work as they mostly controlled the workers. Likewise, agribusiness workers were involved in the sale and purchase of agriculture products, thus, they have relatively higher level of control over money.

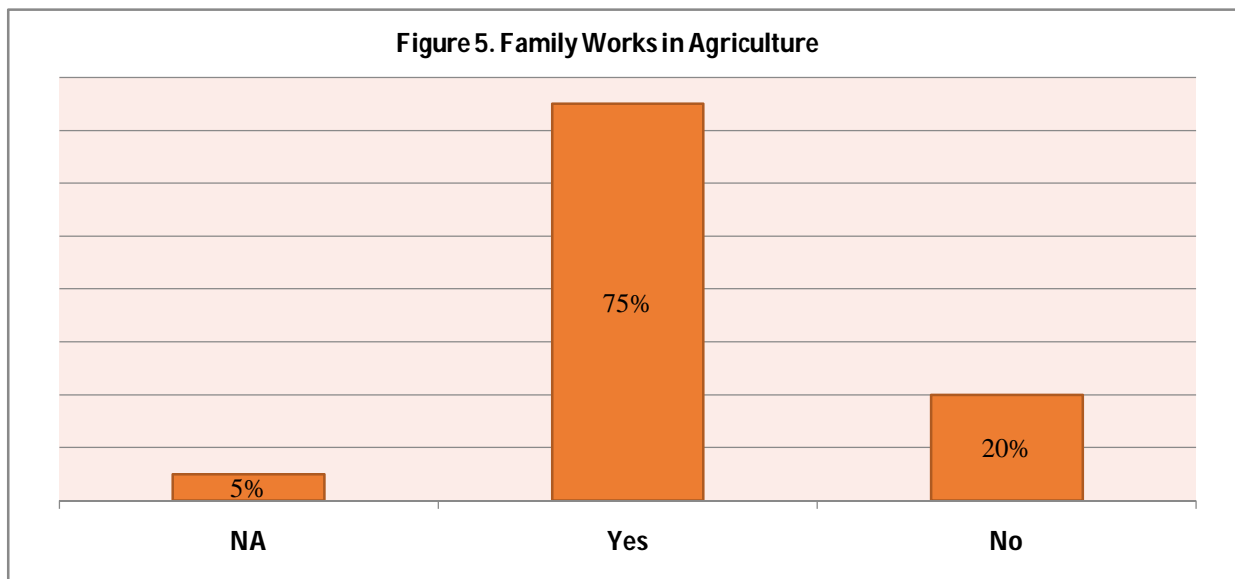
There is a sharp division of labour between agriculture work done by women and that done by men. Women workers are involved in 'manual' tasks such as digging, stacking bales of rice, sowing seeds, vegetable plucking, and peeling sugarcane, while men are involved in 'heavier' and somewhat more technical work, such as ploughing, watering, fertilizer spraying, tractor driving, and dealing with heavy agricultural machinery. In this regard, the nature of work appears to be the main cited reason of lower wages for women, where men reportedly perform 'more rewarding tasks' than women.

Respondents who were farm workers stated that they were engaged in low paid manual work, and have little control over their earned incomes. If they get a reasonable remuneration from the landlords/owner they enslave themselves to the money Landers or other small credit institutions to meet daily pursuits of livelihood. Aside from this, some respondents also reported that employers often reduce the weight of women's collected harvest by rigging scales or lying, which subsequently puts them at a disadvantage.

Tenant farmers shared that they found themselves more miserable because they have to pay fixed rent and share the crops with the landlord and they do not have sufficient assets and finance. For resolving these problems, they contact with micro credit organisations, banks or money lenders. Because of financial crises, they cannot pay fixed and equal wages to farm workers. Sometimes, they bear losses and cannot pay the fixed rent to the landlord but the landlords still force them to clear the rent. To avoid any debt, they are compelled to bind themselves in labour until the debt is cleared. This whole practice leads to modern day slavery or bonded labour.

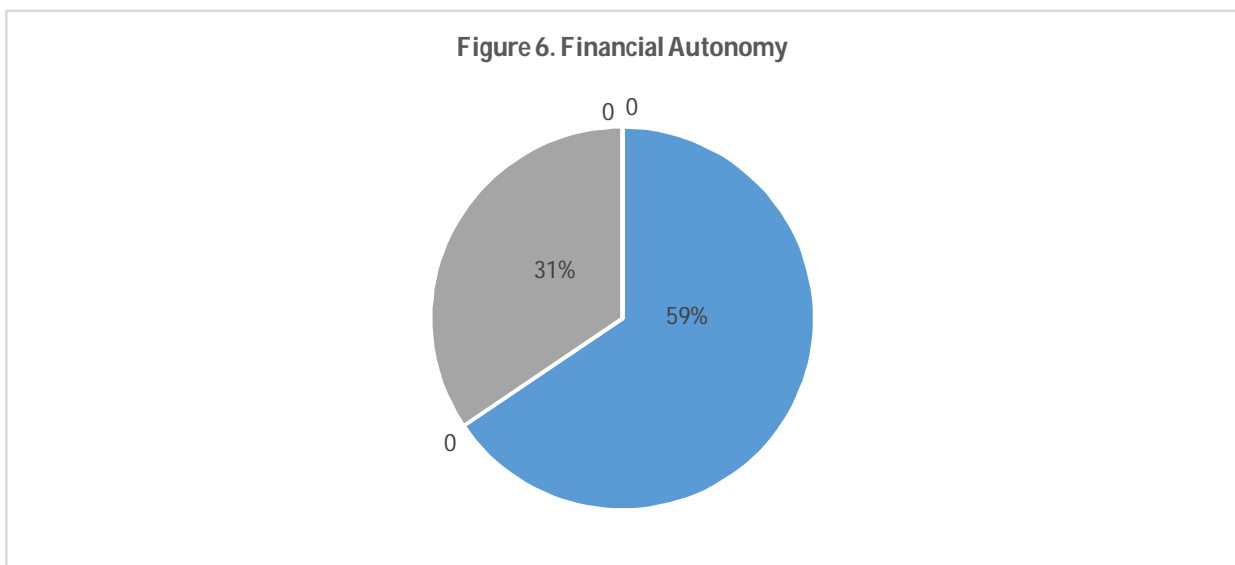
Meanwhile, most of the agribusiness workers and landholder farmers said they received payment in cash and took their profit by themselves.

With respect to involvement of family members, women largely worked with their husbands, in-laws, and parents. Farming is family-based which involves many members of the household including women and children. Agriculture appears to be an inter-generational occupation for a majority of respondents 75 percent passed on from their parents, and continued by their in-laws and children. Only 20 percent of respondents stated that their family members are not working in the agriculture sector (Figure 5).



### FINANCIAL AUTONOMY

About 59 percent of respondents have no financial autonomy to spend their incomes according to their own will while 31 percent have control over their income (Figure 6). Landholders and agribusiness workers somehow have decision making power to utilize their earnings by their own choice, e.g. spending on children's education, fruits, and other household needs.



Women's autonomy with respect to spending their income is substantially lower than males.

Thus, the consumption tends to favour household needs, instead of personal. Some 'farm workers' and 'tenant farmers' also avail *paishgi*<sup>33</sup> to fulfil their family needs, which puts them into the vicious circle of debt, and subsequently bonded labour. Furthermore, most of the farm workers and tenants consume their share of crops at home. Being "unbankable" agribusiness workers - especially women - they never enjoy the financial liberty, stability or at least autonomy of spending money that they have earned and cannot think of the future of their children.

# EMPLOYMENT AND WAGES

## FACTS AND FIGURES

### CHOICE

**81 %** of women in agriculture opted for agriculture as an occupation out of compulsion



13%

87%

### MODE OF PAYMENT

**87 %** of farm workers received the wages in cash while **13 %** in kind

### EQUAL WAGES

**85 %** of the women interviewed believe that they put equal effort as their male counterparts but do not receive wages equal to them



### FINANCIAL AUTONOMY

About **59 %** of respondents have no financial autonomy to spend their incomes according to their own will

### FAMILY BUSINESS

Agriculture appears to be an inter-generational occupation for a majority of the respondents with **75 %** passed the job to their in-laws and children.



<sup>33</sup> Advanced payment on bonded conditions

### 4.1.3. ECONOMIC AGENCY

The economic agency of the respondents was measured with the help of a set of questions, pertaining to access to outlets supporting agribusiness, women approach to market, training in the field of agriculture, and ownership of land.

#### ACCESS TO OUTLETS SUPPORTING AGRIBUSINESS

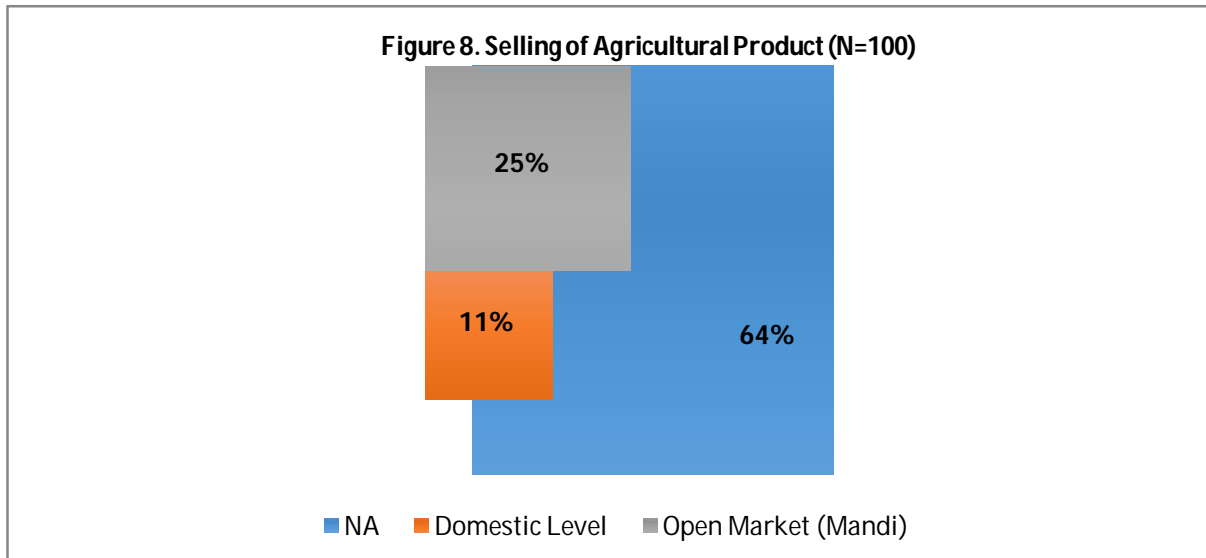
A majority of respondents (77 percent) did not know about any organisation providing micro-credit loans services. Only 23 percent of respondents knew about such facilities, and mentioned their names including Akhuwat, Kashf and National Rural Support Program (NRSP). They also knew about public and private banks including agriculture, Khushali, and First Women's Bank.

An overwhelming majority of respondents (84 percent) has never contacted any micro credit organization. In fact, only 16 percent of the respondents approached banks and/or micro credit institutions. Out of 16 percent of respondents, precisely 81 percent of respondents could not get loans due to lack of information, complicated procedures and lengthy documentations such as a strict loaning criteria, property documents, guarantees, having no income of their own, generational assets, gender discriminatory behaviours of officials, lack of facilitation, high rates of interest of bank and micro credit organisations and institutions. Only 19 percent women were able to receive loans for their agriculture development, business and equipment (Figure 7).



Most respondents who were aware about micro-credit organizations, were not interested in taking loans due to many reasons. For instance, they believed that loans would apply interest, and it would be difficult for them to pay it back. The access to micro-credit schemes is also difficult for women, mainly because of their restricted mobility in the patriarchal socio-cultural society. Furthermore, they are afraid of perceived deception and were insecure, owing to little understanding of the loan schemes.

In addition to the little knowledge and in access to micro-credit outlets, an overwhelming majority of respondents (88 percent) did not know about any institution or organization providing training to start economic activity in agribusiness (Figure 8).



### WOMEN'S APPROACH TO AGRICULTURE MARKET

Most of the respondents (64 percent) have restricted mobility and no or little involvement to sale and purchase of agricultural products. Twenty-five (25 percent) of agribusiness women sell their products in an open market (*mandi*) while (11 percent) of the respondents were not involved in affairs of the market (Figure 8). Amongst these, most women claim that they do not receive suitable selling prices for their products.

Agribusiness workers have certain constraints regarding direct access to market, including mobility in male-dominated market structures and safe transport.

With regard to tax payments on agricultural products, this is dealt mainly by male family members of the household. However, some women reported to pay an informal form of tax, i.e. payment of a commission to the *Artri* (shopkeeper who buys crops in bulk).

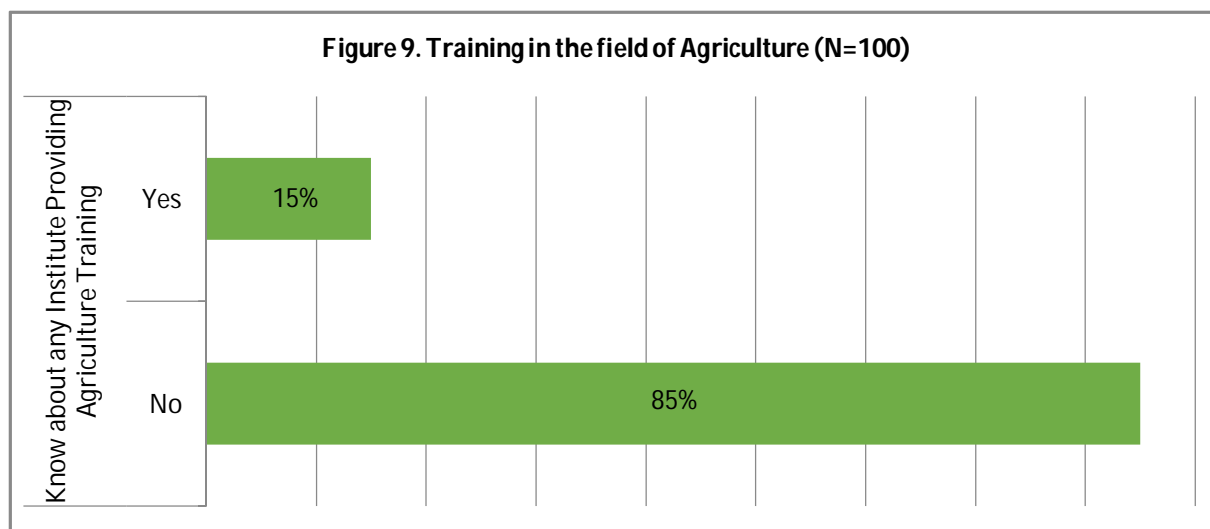
Farm workers stated that they are receiving wages in "kind". They shared that they have very limited access and approach to the whole sale market (*mandi*). If they required cash, they could sell their crops or grains to the *mohalla* (neighbourhood) shopkeeper.

This was found by analysing the data that agrarian women workers, farm workers, landholders, tenant farmers and agribusiness workers' access and approach to the market, and their involvement to sell and purchase their agricultural products remained very low because of social and cultural constraints.

The financial bargaining capacity of agrarian women is also very low. Most of women landholders reported that they are not directly involved in the sale and purchase of agriculture raw materials but their male family members support them in this regard and deal with market affairs. Mostly women have limited direct access to financial bargaining, which ultimately results in their exploitation and low wages/income.

### AGRIBUSINESS DEVELOPMENT TRAINING INSTITUTIONS

There is a severe lack of awareness and training in the field of agriculture for women. A majority of respondents (85 percent) do not have information and knowledge about training institutions to start agribusinesses or its expansion. (Figure 9).

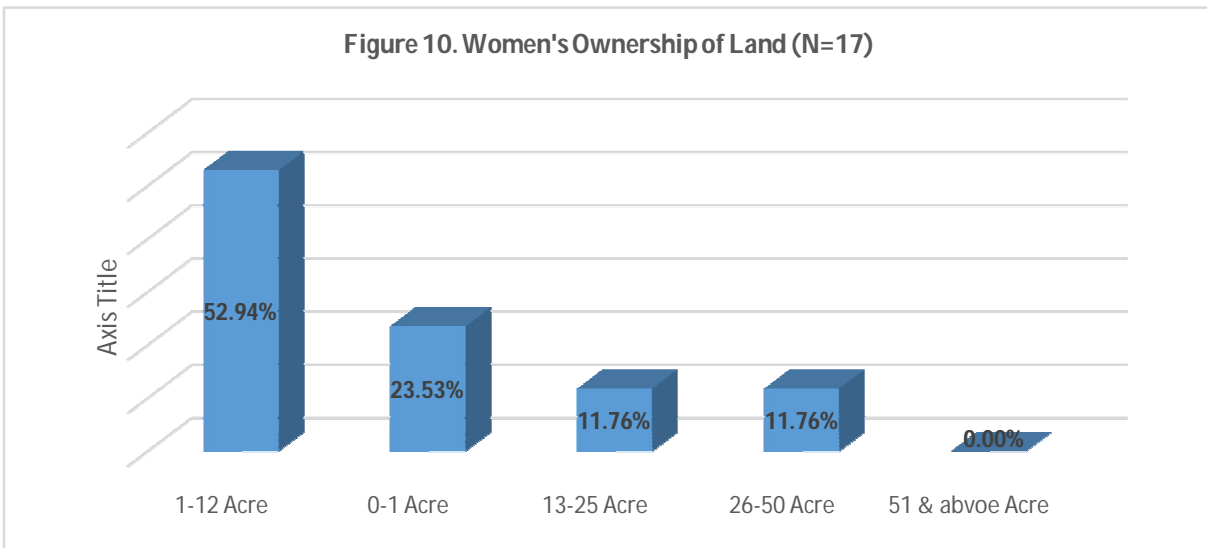


A few number of agrarian women workers shared that they attended some training organised by the government agriculture extension programmes and other micro-credit organisations. These trainings were helpful in expanding their agricultural business of poultry, livestock, seed and food preservation and they learnt new modern methods and techniques of farming i.e. tunnel farming. They also received training on gender issues, agribusiness value chain, financial record keeping, saving and to increase the assets. As a result, they learnt about new modern agricultural methods and the use of equipment.

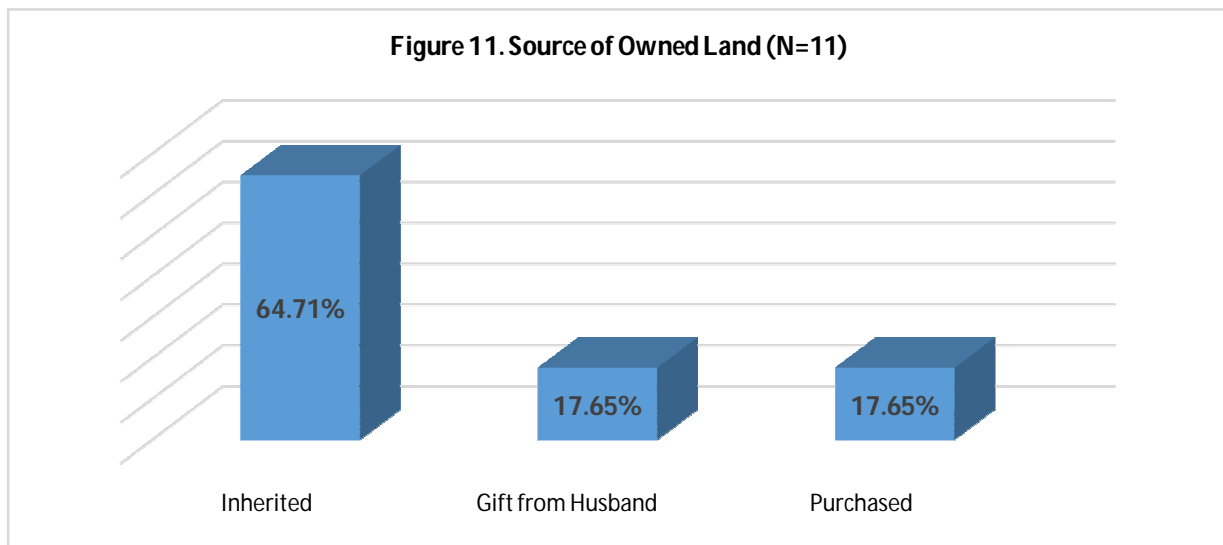
Most of the respondents shared that due to lack of formal mechanism of capacity building of agrarian workers, they received information and knowledge from their co-workers, parents, household members, and male *zamindar* (landlord). Poor mobility is also one of the most influencing factors which has reduced the opportunities for skills development and employments in the agriculture sector.

### WOMEN'S OWNERSHIP OF LAND

More than half of the landholder farmers (52.94 percent) owned 1-12 acre, (23.53 percent) 0-1 acre, 11.76 percent 13-25 acre while no (0 percent) landholder farmer had more than 50 acres of land (Figure 10).



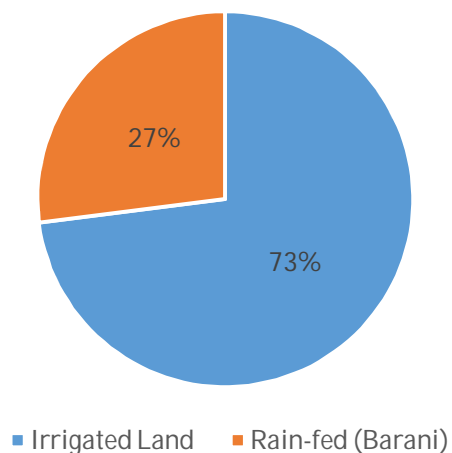
A majority of landholders, (64.71 percent) of women has inherited land, (17.65 percent) received land as a gift from their husband, while only (17.65 percent) women purchased the land on their own (Figure11).



The data indicates that agrarian women have no financial autonomy and purchasing power to purchase the agriculture land and hold it independently. Mostly women have inherited or received lands as gifts.

A majority of women landholder's respondents (73 percent) have irrigated land while 27% have rain-fed lands (Figure 12).

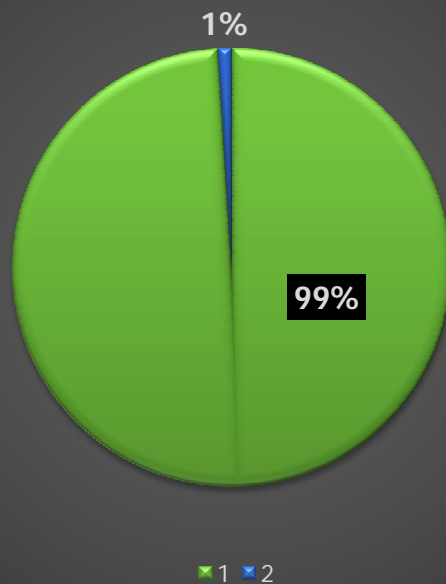
Figure 12. Type of Owned Land



### WOMEN LAND LEAS ENTITLEMENT

A vast majority of respondents (99 percent) reported that the land has been allotted directly to them informally (no written agreements between landlord and tenant farmers). Just one percent of the women have formal written agreement (Figure 13).

Figure 13. Written Agreement with female tenant farmers



The respondents shared that landlords are reluctant to have written agreements with women tenants because of patriarchal and gender biased behaviour, avoiding heavy taxation and legal bindings.

"Landlords are reluctant to lease land to women. For this reason, they prefer to deal with male members of the household"

*Badar-u-Nisa, tenant farmer*

## WOMEN LANDHOLDERS AND TAXATION

A majority of women landholders revealed that they paid taxes on their agricultural land, but they did not know the confirmed amount of tax they were paying, since their husbands usually dealt with these issues. In this regard, some of the women landholders and tenant farmers shared that they paid *ushr*<sup>34</sup>. Most of the landlord, and tenant farmers responded that they are paying *abyana*(water price) at different rates, with PKR 400 to 800 per acre.

# ECONOMIC AGENCY

## FACTS AND FIGURES

### MICRO-CREDIT LOAN SERVICES

77 % of respondents did not know about any organisation providing micro-credit loans services



### AGRICULTURE MARKET

64 % of the women have restricted mobility and/or little involvement of the sale and purchase of agricultural products

### TRAINING

85 % of the women interviewed do not have information or knowledge about training institutions to start agribusinesses or its expansion



### WOMEN OWNERSHIP OF LAND

64.71 % of women land owners have inherited land, 17.65 % received land as a gift from their husband, while only 17.65 % of women purchased the land on their own



*"Landlords are reluctant to lease land to a woman. For this reason, they prefer to deal with male members of the household"*

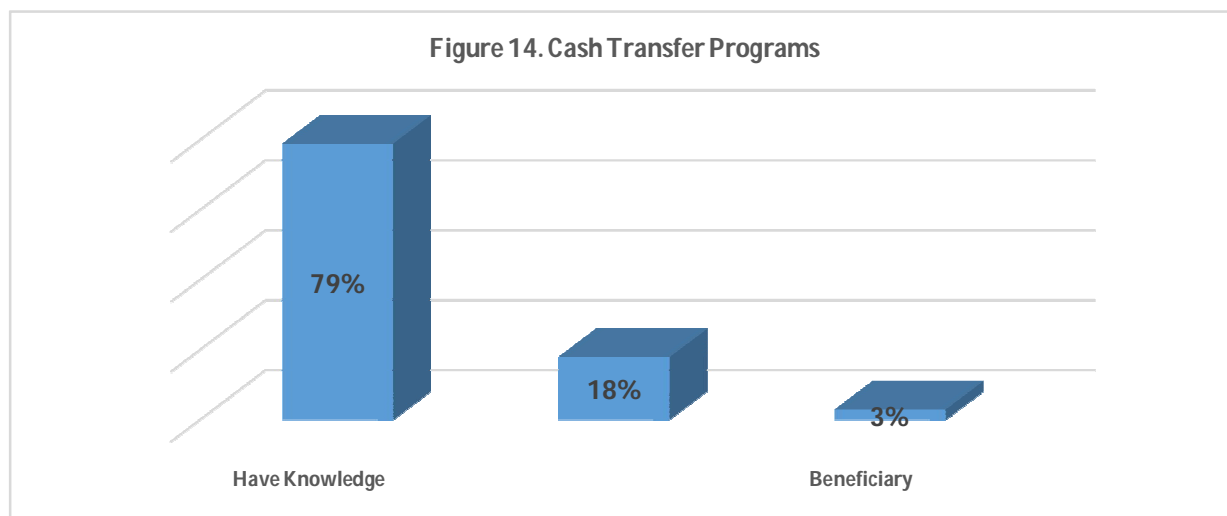
<sup>34</sup> *Ushr* in Islam, is the obligatory charge (Zakat) which is 5 percent for irrigated lands or 10 percent for non-irrigated lands levy on agriculture produce.

#### 4.1.4: SOCIAL PROTECTION

*Social protection of women who work in agriculture sector has been ascertained with respect to five components including, access to cash transfer programme, access basic services, support and care, work during pregnancy, and knowledge about legal framework for women'*

#### ACCESS TO CASH TRANSFER PROGRAMME

A significant number of respondents (79 percent) have knowledge about cash transfer programmes including the Benazir Income Support Programme (BISP), Zakat, and Bait ul Maal, but they were not beneficiaries of any of these. However, (18 percent) of respondents had no access to knowledge, nor were they beneficiaries, while only three percent of respondents were the beneficiaries of a cash transfer program (Figure 14).



#### ACCESS TO FOOD & PRIMARY HEALTH CARE SERVICES

All of the respondents (100 percent) have neither access to any food transfer program nor do they benefit from any nutritional supplements.

Most of the respondents shared that the government was providing polio and anti-retroviral drug vaccinations in their respective areas but this was also insufficient. Most of the respondents showed discontentment with the role of Lady Health Workers (LHWs), pointing out their absence in the area or that they were only limited to sporadic visits, along with an inadequate provision of primary healthcare.

Most of the respondents denied the provision of reproductive health education, awareness regarding prevention of HIV/AIDS and basic curative care, as envisaged in the job description of LHWs. Furthermore, there was no formal or consistent mechanism of treatment for diarrhea, malaria, acute respiratory tract infection, intestinal worms, and

other reproductive health problems. In this situation, the sexual and reproductive rights of the respondents appear to be largely denied.

The data indicates that most of the agrarian women are deprived of basic amenities of life. The respondents complained that the government was not providing them with basic living needs including food and primary health care. Social protection schemes like 'Punjab Employees' Social Security Institution' and 'Employees' Old-Age Benefits Institution' do not cover the agriculture sector and women engaged therein are deprived of such social protection facilities.

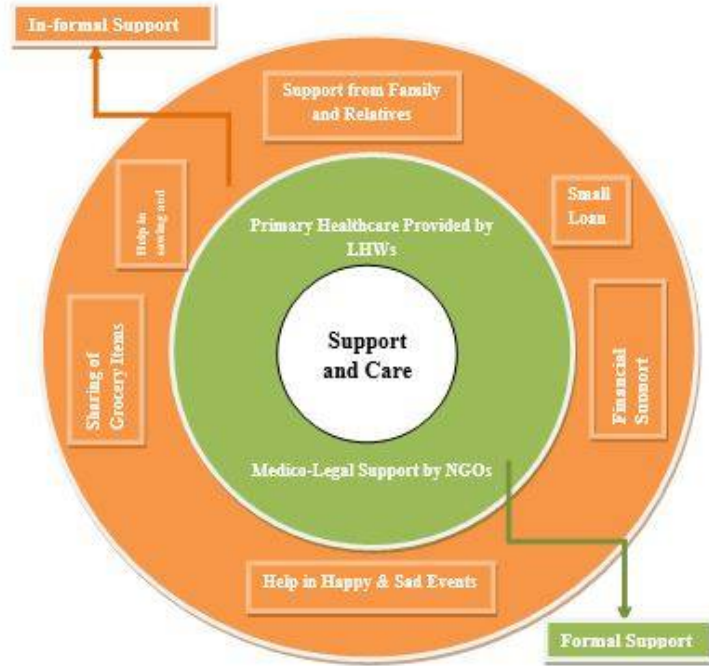
A vast majority of women (92 percent of respondents) don't have access to any government health insurance schemes for themselves, their children, or dependents. The only reported health facility among survey respondents was one for polio vaccination, while, for other epidemics, there was no facility in the vicinity. In case of illnesses and disease, a major chunk of household income of farm workers and tenant women was used in lieu of medicines/treatment, which led towards a decrease in their daily subsistence.

### SUPPORT AND CARE

A majority of respondents (60 percent) receive usual support from their family and friends such as personal small loans without interest, sharing of household and grocery items, child formal and informal education, legal support, help in domestic chores during sickness, emotional support during misery and help in emergency situations.



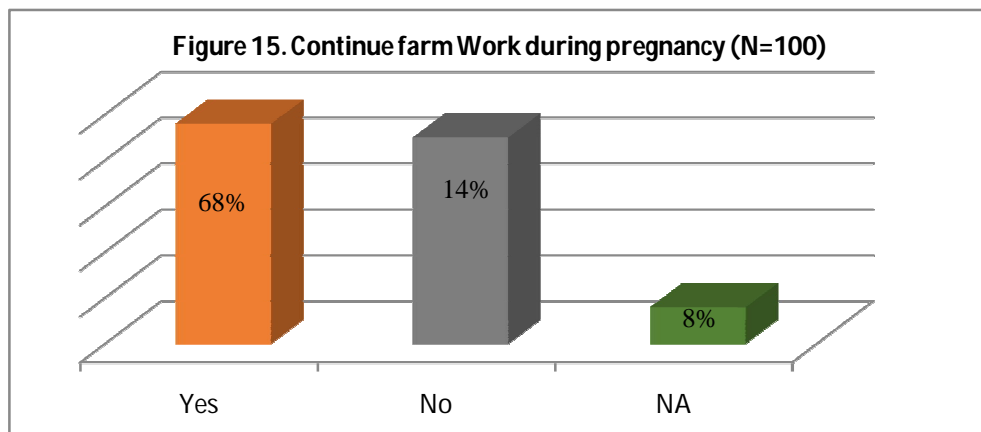
**Diagram 1. Support and Care**



Furthermore, some poor tenants and farm workers said they received donation in cash and kind from affluent relatives and friends. A few respondents appreciated the role of LHWs in providing primary healthcare at their door step. The schematic presentation of support and care can be seen in Diagram 1.

**FARM WORK DURING PREGNANCY**

More than of two-third respondents (68 percent) continued work during pregnancy, only 14 percent did not work while eight percent of respondents said that they were not



pregnant yet. Their work included digging, stacking bales of rice, sowing seeds, vegetable plucking, peeling sugarcane, travelling from home to field, and markets and back home on local transport (Figure 15).

The nature of their work involved heavy lifting, long standing, working under the scorching sun light, and exertion. Upon probing respondents shared that they faced many complications while continuing their work during pregnancy such as frequent pains, premature births/miscarriages, difficulty in child birth, physical weakness, and babies smaller than their gestational age, and high blood pressure in the mothers.

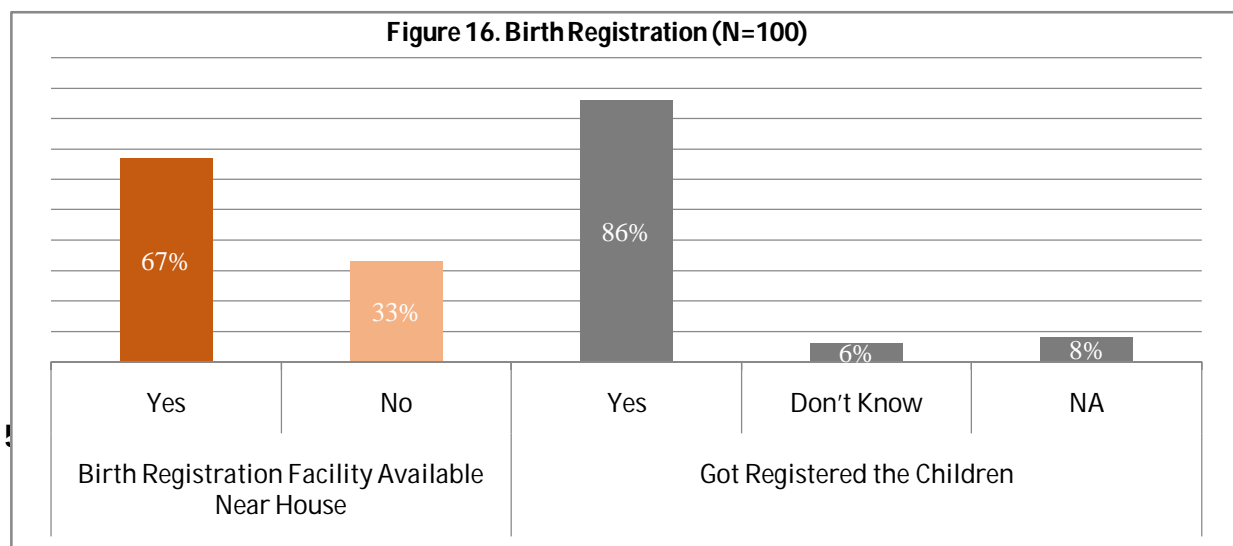
Some farm workers and tenant farmers narrated that in case of emergency, they had to spend more than their monthly earned income, which exacerbated their socio-economic conditions. In case of pregnancy, most women do not receive health benefits and continue working full time. Only some are able to work a little less and change the nature of their work. Likewise, most of the farm workers and tenants do not get support from landlords for education and health of their children, and they meet all such expenses by themselves.

While commenting on the state of health facilities in villages, a few farm workers and tenant farmers reported that often the baby was delivered in the field, as there was no adequate health facility, infrastructure, e.g. BHU, non-availability of medical and para-medical staff, medicines, ambulances, mobile health units, roads, and emergency helpline. The absence of these put women's health in more danger and risk.

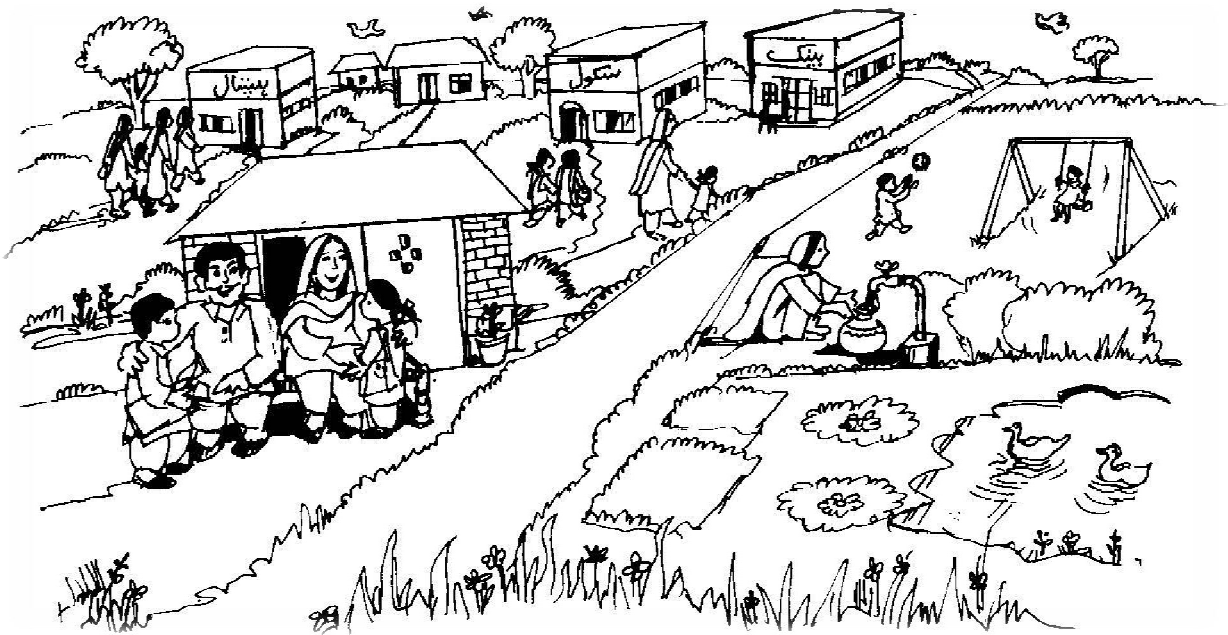
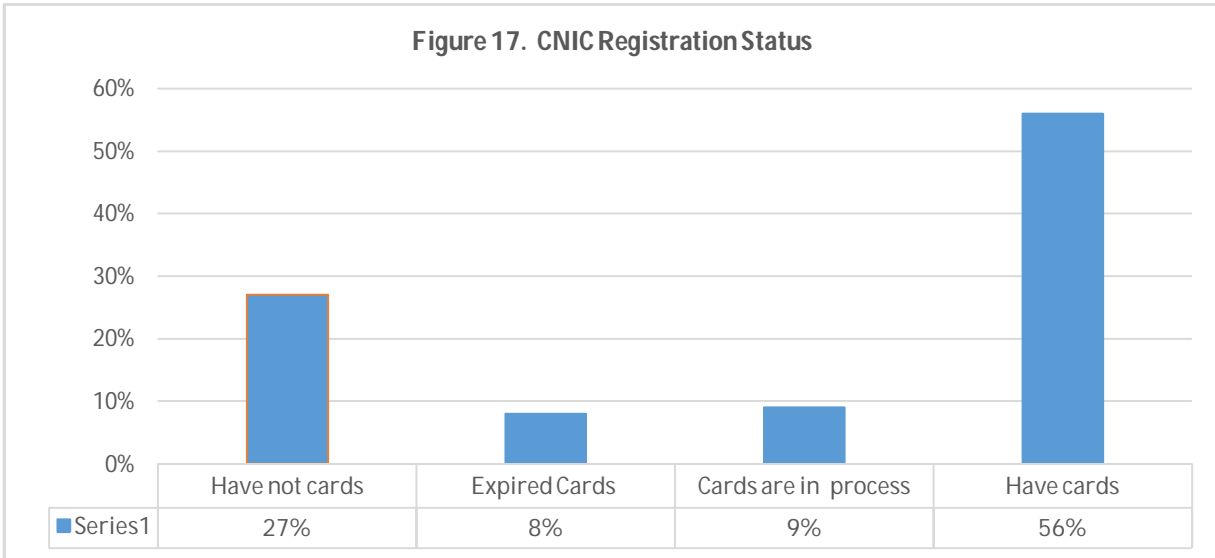
**"I delivered my child in the field, and there was no government medical staff available to help me. I was near death".**  
*Perveen Bibi, 38, Tenant*

### ACCESS TO CIVIC REGISTRATION SERVICES

Almost two-third of respondents (67 percent) reported the availability of birth registration facility in their neighbourhood, while almost one-third (33 percent) had no birth registration facility near to their house. However, a vast majority of women (86 percent of respondents) register their children, irrespective of their gender differences. This indicates a high level of awareness and sense of responsibility among women in giving their children their right to identity (Figure 16).



A sizeable number of respondents (27 percent) do not have citizen national identity cards (CNICs), eight percent of respondents have expired cards while nine percent of respondents' CNICs were in process. The data indicated that 56 percent respondents have expired CNICs. The data depicts that there is lack of awareness about importance of CNIC (Figure 17).



## ACCESS TO PUBLIC SERVICES

Overall, the respondents showed a mixed response with respect to public works, where 49 percent believed that public work had been supporting women, while 51 percent viewed otherwise. In this regard, most respondents, particularly the agribusiness and female landholders, showed discontentment about public infrastructure, particularly with respect to poor condition of roads, streets, sewerage, and transport. Furthermore, the shortage and expensive electricity at villages are major issues (Figure 18).

During the field operations, respondents, particularly the farm worker and tenant, highlighted the absence of any subsidy. Accordingly, they emphasized the need of governmental subsidies for poor farmers on a number of commodities including fuel, fertilizers, pesticides, electricity and eatable items. Some farm workers suggested that utility stores may also be established at village level.

# SOCIAL PROTECTION

## FACTS AND FIGURES

### ACCESS TO FOOD SERVICES

None of the workers have access to any food transfer program nor do they benefit from any nutritional supplements



### ACCESS TO HEALTH SERVICES

92 % of the workers don't have access to any government health insurance schemes for themselves, their children, or dependents



### WORK DURING PREGNANCY

68 % of the workers continued work during pregnancy, only 14 % did not work, while 8 % of respondents said that they were not pregnant yet



### IDENTITY CARDS

27 % of the workers do not have citizen national identity cards



*"I delivered my child in the field, and there was no government medical staff available to help me. I was near death"*

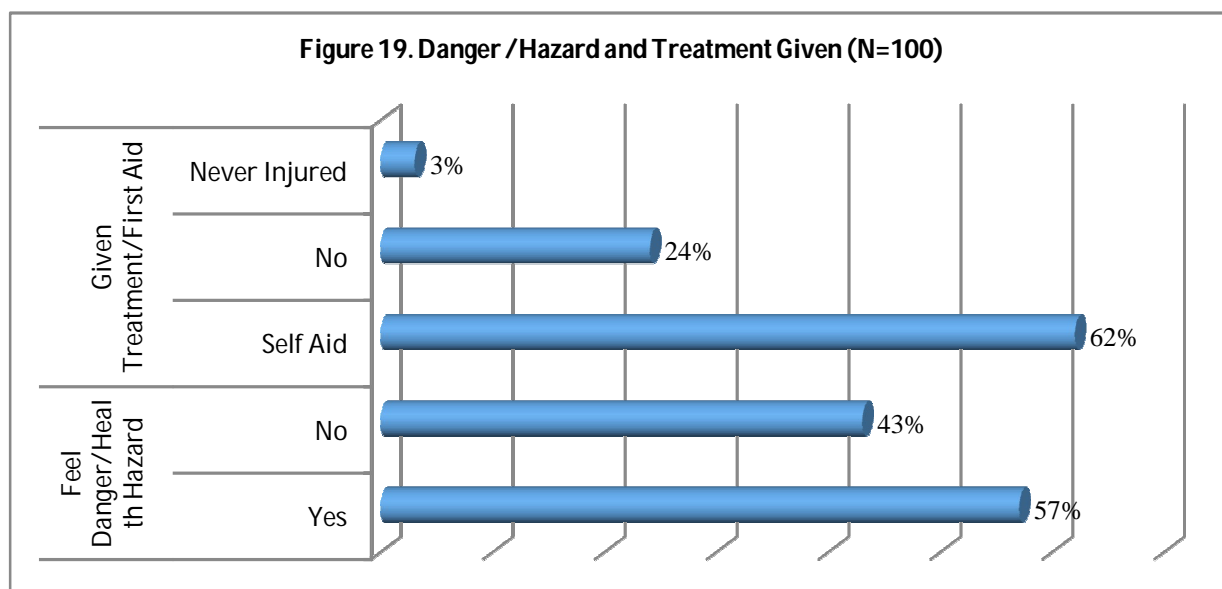
#### 4.1.5 WORKING CONDITIONS

A majority of farm workers and tenants are insecure because of informal working relationship between landlord and farm worker/tenant. The farm workers are not entitled to the benefits of formal job such as paid/sick/maternity leaves, fix wages and health insurance and other benefits. They fulfil their needs by themselves.

#### DANGER/HEALTH HAZARDS

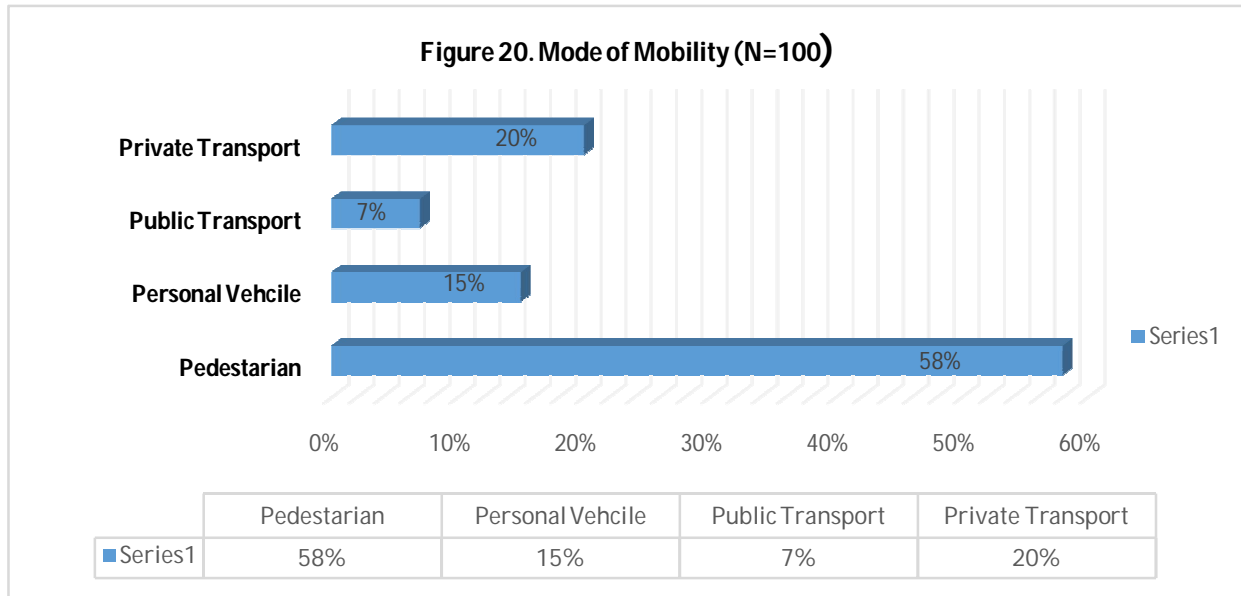
A majority of respondents (57 percent) counted a number of dangers/health hazards including, injury, cut, sickness, adverse pregnancy outcomes, threat from wild and toxic animals such as wild boar, snake, and scorpion. However, in case of emergency, most of the respondents (62 percent) managed to treat/handle the adverse situation by themselves, through indigenous/traditional methods, since no emergency first aid was available in case of injury or health hazard, most of the respondents do not receive any compensation from the owner/landlord. Only a negligible small number of respondents (3 of 100) have knowledge about emergency helpline 1122 (a rescue service in Punjab). Overall, women are not aware of occupational safety and health measures. This indicates that the health and well-being of the women working in agriculture sector is at stake, mainly due to their nature of work, lack of use of any personal protective equipment (PPEs), and little availability of emergency services.

On probe, (89 percent) of the respondents reported the absence of government oversight at their workplace. Only some of the landlords and agribusiness workers shared about visits of agriculture department officials. Nonetheless, the guidance/support from relevant public departments and institutions for working women in agriculture sector, was invisible.(Figure 19).



### MODE OF MOBILITY OF AGRARIAN WOMEN

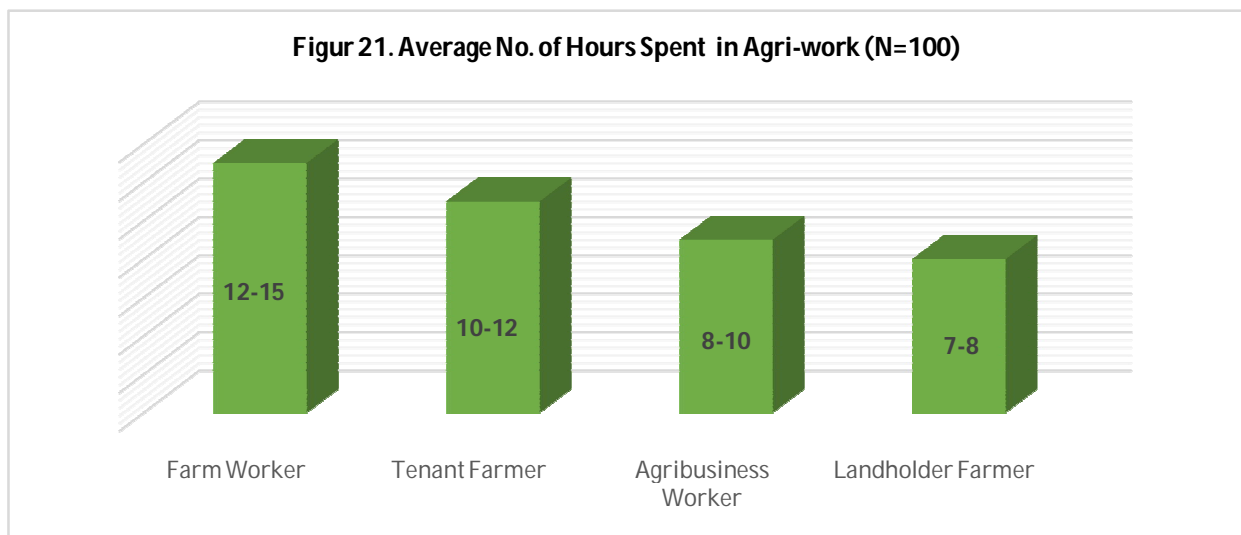
A majority of respondents (58 percent) were pedestrian, 15 percent were using their personal vehicle (carriage, motorcycle & cycle), and seven percent used public transport while rest of 20 percent workers used private transport (Figure 20).



Most of the responded shared that it takes five to 90 minutes to reach at the field/workplace from home, with average 30 minutes.

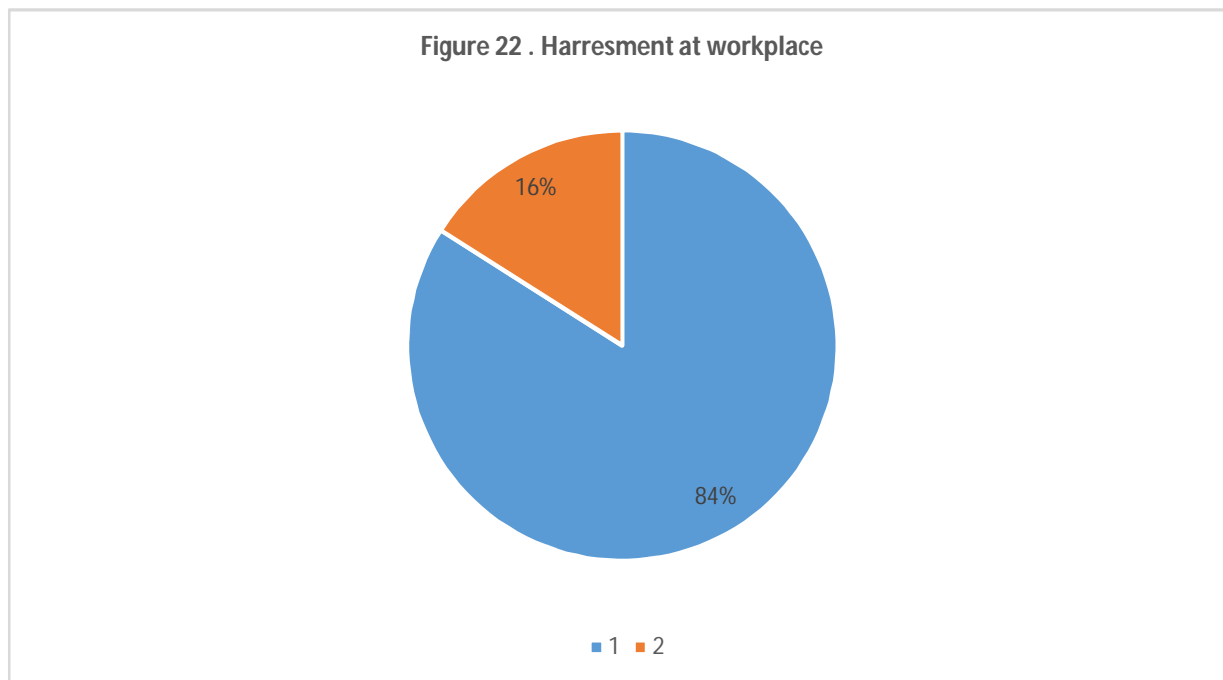
### WORKING HOURS OF AGRARIAN WORKERS IN FIELD

The data indicated that farm workers spent on average 12 to 15 hours daily in field, tenant farmers spent on average 10 to 12 hours, agribusiness workers spent eight to 10 hours and landholder spent seven to eight hours. (Figure 21)



## WOMEN HARASSMENT AT WORKPLACE

The perception survey indicates that (84 percent) women were harassed at workplace as well as at a public place. Only 16 percent reported to not experience any kind of harassment (Figure 22).



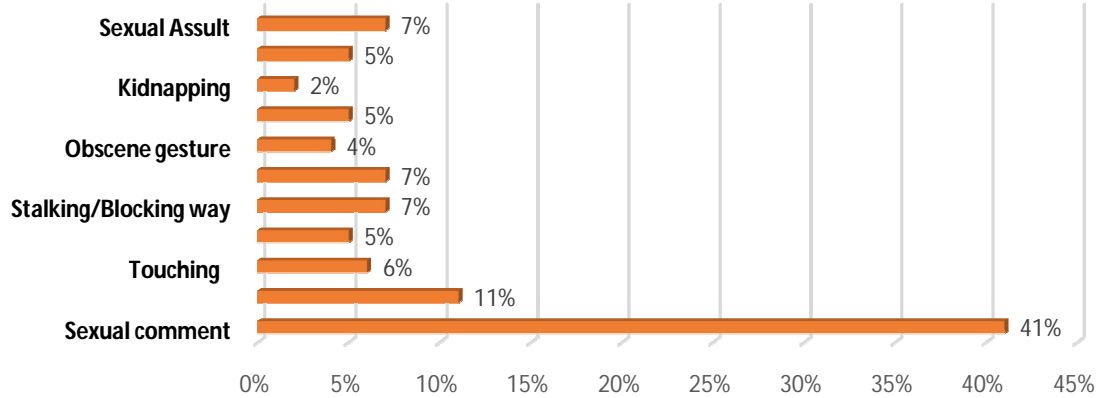
Women working in agricultural sector have also faced a number of problems with respect to their mobility, i.e. travelling back and forth to work and home. Most of the respondents shared that youngest adult age group were most likely to experience physical touching by their co-workers, landlords, on the road, bus stops and while traveling in public and private transport.

*"I cannot inform any one about the incident of harassment with me. If I share it with anyone, I will be considered 'guilty' of it".*

*Nazia Bibi, 45, tenant*

A sizeable number of respondents (41 percent) stated that they were sexually harassed through passing sexual comments, 11 percent harassed by whistling, 21 percent faced sexual assault, violent physical attacks and stalking or blocking way, 15 percent faced harassment as perpetrators took their photographs with mobile phones, character assassination, and luring women into compromising situations by way of offering help, 6 percent touching, 4 percent through obscene gestures while 2 percent remained in fear of kidnapping (Figure 23).

Figure 23. Agrarain Women faced Harassment at workplace (N=100)



Most of respondents also shared that on the way to work, they have faced health hazards during sickness and pregnancy. The one or the other form of sexual harassment adversely affected their mobility and work in the field.

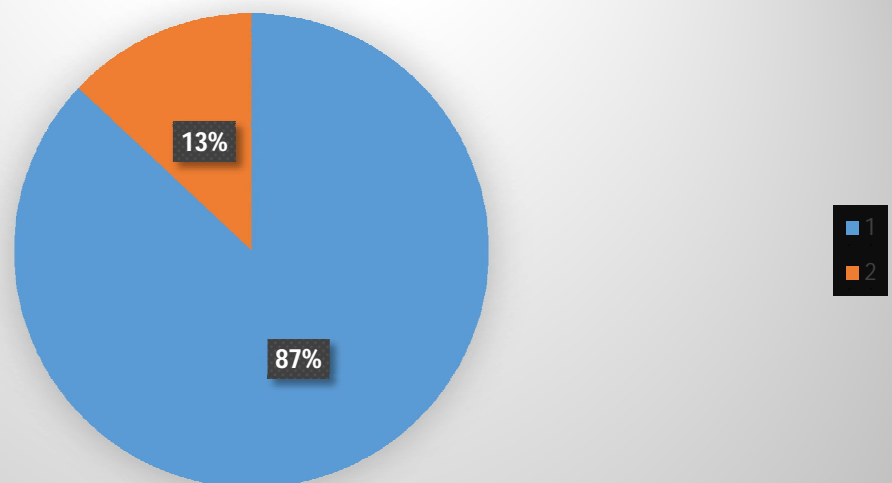
*"In case of violence or harassment, I will prefer to remain quiet because women's 'chastity' is in more danger at the thana (Police Station) and the kacheri (Court)"*

*Asia Noor, 41, Landholder Farmer*

### AWARENESS ABOUT PRO WOMEN LAWS AND INSTITUTIONS

Most of respondents (87 percent) were not aware of pro women laws and institutions established for the protection of women's rights, while 13 percent were aware of some of pro women laws including the Domestic Violence (the Punjab Women Protection against Violence Act), inheritance, harassment laws and police station and its helpline, etc.(Figure 24).

Figure 24. Women's awareness about pro women laws



The respondents shared that they did not know about public help lines to report the incidence of harassment and to seek help. Only a small proportion of respondents were aware of the police helpline (15), or rescue service helpline (1122). Most of respondents shared that they did not share incidents of harassment with any family members and co-workers due to “guilt” or “stigmatization”.

Overall, respondents of the study appeared to be apathetic with respect to implementation of laws supporting women, mainly, due to uncondusive environment of government departments and poor enforcement.

# WORKING CONDITIONS

## FACTS AND FIGURES

### JOB SECURITY

A majority of labourer women are employed on a seasonal and casual basis and do not get paid holidays, sickness, maternity leave or medical relief.



57%

62%

### HEALTH HAZARDS

57% of the workers counted a number of dangers/health hazards at work and of those injured, 62% treated themselves through traditional/indigenous methods

### MOBILITY

Most women travel to their workplace by bike, mostly with their male counterpart and sometimes alone. 41% of participants reported being sexually harassed on the way



### HARASSMENT

A sizeable number of participants reported different forms of harassment at their workplace. Only a small proportion of participants were aware of the police helpline or rescue service helpline

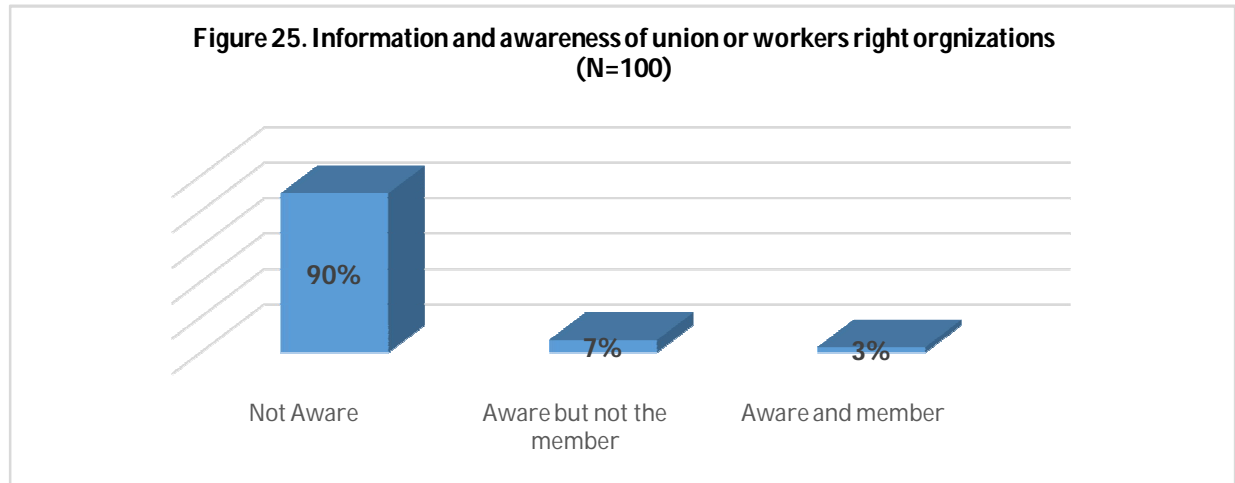
*“In case of violence or harassment, I will prefer to remain quiet because police and Kacheri culture is not supportive to women”*

Female Agricultural Worker in Pakistan

#### 4.1.6 UNIONIZATION

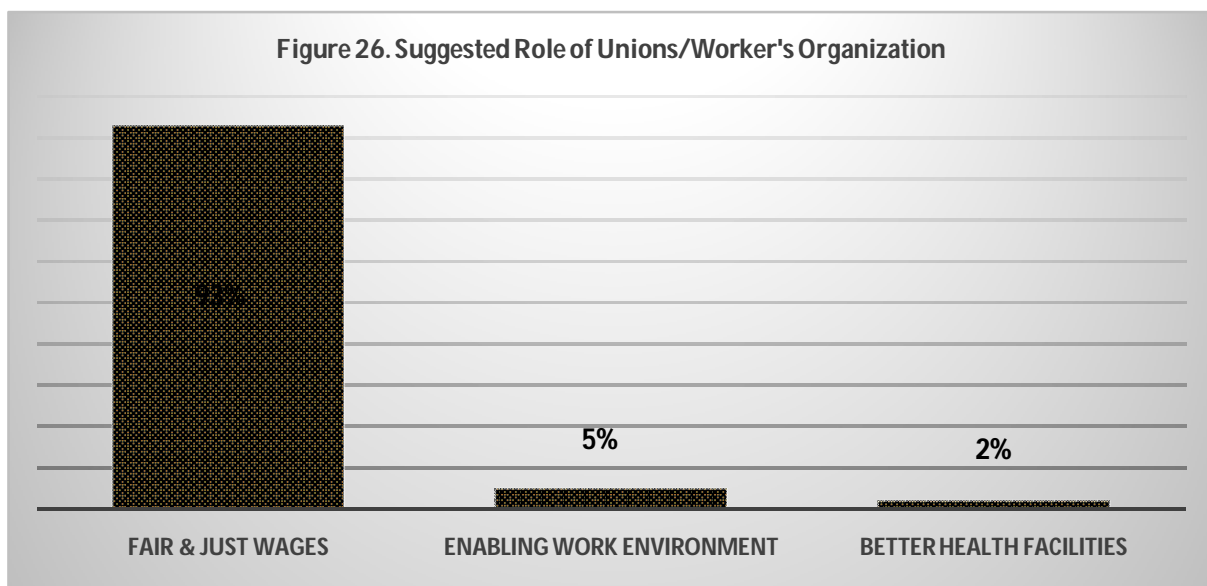
##### INFORMATION AND AWARENESS OF UNION/WORKERS' RIGHTS ORGANIZATION

A majority of respondents (90 percent) were not aware about unions or workers' right organizations, seven percent were aware and as well as part of organization (Anjuman Mazarin or Kissan Ittihad) while three percent awarded but not part of any union and worker rights organizations.(Figure 25)



When asked what the unions and workers' organizations should do for the protection of farm workers' rights on a priority basis, they responded that unions and workers' rights organizations should work for collective bargaining of wages, acquiring land for lease, gender friendly and harassment free work environment and others.

An overwhelming majority (93 percent) of respondents stated that the union must work for fair and just wages, five percent for enabling work environment, while only two percent emphasised upon better health facilities. (Figure 26)



Women workers who have knowledge about union/farmer organisation/worker's rights committee/cooperatives, they were not satisfied with their role in helping women farm workers in true sense.

### ROLE OF UNION TO PROTECT OF AGRARIAN WOMEN RIGHTS

They shared that unfortunately unions, workers' right organization, or Anjuman Mazarin are not effective, and women are silent members. They are not part of the decision-making process. These are the main reasons why women workers are not able to raise their voices for the protection of socio-economic rights, which have largely been denied to them.


**PAKISTANI WOMEN IN AGRICULTURE:**

# UNIONIZATION

**FACTS AND FIGURES**


**AWARENESS OF WORKERS' RIGHTS ORGANIZATIONS**

90 % of the workers were not aware about unions or workers right organizations




**THE AIM OF UNIONS**

93 % of the workers stated that the union must work for fair and just wages




**DISSATISFACTION**

Female workers who have knowledge about union/farmer organization/worker's rights committee/cooperatives, were not satisfied with their role in helping women farm workers



**WOMEN ARE SILENCED**

Workers shared that unfortunately unions, workers right organization, or Anjuman Mazarin are not effective, and women are silent members. They are not part of the decision making process



*"Women farm workers should make their independent union."*

## 4.2: STAKEHOLDER CONSULTATION

Three one-day stakeholder consultations were organized in Lahore, Multan and Faisalabad. The objective of the consultations was to collect information on critical issue and sensitize stakeholders to convince on the need and evolve common position on agrarian women's labour rights. Overall more than 200 stakeholders participated (144 women and 64 men) in three consultations. Representation of all districts of Punjab was ensured in three regional consultations.

Participants discussed the issues faced by farm worker, tenant farmers, agribusiness and landholders in general; i.e. unequal and low wages, health hazardous, harassment at workplace, gender based violence, access to market, mobility, safety, on farm training and skills development, access to service delivery outlets, long and undefined working hours, agrarian women representation at political and public spheres.



In all stakeholder consultations; participants urged upon dire need of gender parity and recognition of socio economic rights of agrarian women, establishment of socio economic protection mechanism and create an enabling environment for organization, association, unionization and networking.

Participants also appreciated Punjab government endeavors towards pro women legislation and actions but unfortunately Government departments don't know the strategy to protect the agrarian women workers' rights into labour.

The participants of all consultations suggested and recommended that agriculture must be declared as "industry" and other relevant labours and other pro women laws must be amended. They also demanded the effective implementation of chief minister women empowerment packages and other initiatives i.e. day care center, 33% representation of women in all public committees, boards etc. Weak monitoring and accountability system was also discussed and consented that it should be improved respectively.



### 4.3: FOCUS-GROUP DISCUSSION

In connection to prior consultations, four focus-group discussions were held with four cluster groups. Cluster one comprised women from agriculture workers, farmers' groups, water management, small landholders, and representatives of ginners, traders, commission agents, price control committee and women engaged in agriculture businesses.

Cluster two included key representatives of relevant government departments: labour, agriculture, livestock, industries, commerce, P&D, WDD, human rights, education, health, law including representatives of focal persons of GSP Plus treaty cell and SDGs Unit. Cluster three involved representatives of farmers' associations, alliances, networks, organizations, cooperatives, academia, media, CSOs, INGOs, and cluster four comprised legislators, MPs, elected representatives of local governments especially elected on labour and peasant seats, political parties and others (see section 3.5 of chapter 3).



Participants shared their views and opinions in a candid way on the five thematic areas in perspective of labour rights and gender lens. All the discussions were video recorded with permission of the participants and later transcribed into verbatim for analysis purpose.

#### 4.3.1: LEGAL PROTECTION OF AGRARIAN WOMEN WORKERS

In all focus-group discussions, the participants raised the issue of protection of agrarian women workers' socio-economic rights in labour laws. Participants discussed that there is a need to amend the provincial laws and relevant rules to protect them in legal framework. Participants also discussed the legal and judicial system, including court congestion and the inefficient delivery of legal services to resolve agrarian labour disputes.

Representatives of labour and women workers' organizations emphasized that agrarian women workers are underreported in the informal sector of agriculture and collection of gender disaggregated data is much needed (cluster 1, 3 & 4).

Dr. Akram Gill, Executive Director, Mahnat organisation suggested that statistics on working women's on farm and off farm activities, various activities in rural market and in the household, are vital and should be collected and packaged for the purpose of research and planning. Ms. Shahnaz Iqbal, representative of Labour Federation urged that women should come into politics and become the part of decision-making bodies.

Agrarian women workers are underreported in the informal sector of agriculture. Collect of gender disaggregated data is much needed.

*Shahnaz Iqbal, representative of Labour Education Foundation*

### 4.3.2: WOMEN POLITICAL PARTICIPATION AND DECISION MAKING

Discussants in all four clusters agreed that overall women's participation and representation in politics and decision making is very low at Punjab level. The gender gap is very significant between the CNIC and voter registration. Political parties have very low membership of women peasant/labour. Seats are not reserved for women peasant at local and provincial level.

Discussants in cluster one, opined that gendered division of labour, traditional gender roles, hegemonic political structures of political parties, and a focus on femininity were the main characteristics of the political system in Pakistan, which mainly lends more support to men to come into power. The limited political participation of women mainly owes to socio-cultural practices and their economic dependency on the male counterpart in the household. Additionally, poverty, illiteracy, gender segregation in social roles are other factors that inhibit women's political participation.

Participants highlighted that women representation is also very low in the price control committee. They also stressed the compliance of "The Punjab Fair Representation Act 2014" to ensure 33% of women's representation at all departments, bodies' commissions and committees. Participants agreed that there is a need to reserve seats of women peasant and labour in "The Punjab Local Government Act 2013".

Women peasant representatives can represent the peasant issues in councils. Seats must be reserved for women peasant.

*Arifa, representative of women group*

Although women have been elected to legislative bodies, mainly because of quota allocated to women, they are restricted to contest general elections as their male counterparts do. They agreed upon the fact that the male representatives elected on general seats, do not represent farm workers, or the issues of agrarian workers.

Justice (R) Nasira Javed Iqbal, stressed that democratic roles of authorities at different tiers of government; i.e. development functions must be reserved for local government. Policy and legislative functions including oversight should be for provincial and federal governments. Discussants viewed that there was a need to focus on the education of rural women on their voting rights and political parties must be sensitized to include the socio-economic uplift of agrarian women in their party manifesto.

Democratic roles of authorities at different tiers of government; i.e. development functions must be reserved for local government.

*Justice (R) Nasira Javed Iqbal*

### 4.3.3: WORKING CONDITIONS

Discussants in all four clusters highlighted a number of healthcare risk and problems faced by agrarian women such as work load, physical injuries, sickness, allergy, asthma, anemia, and reproductive health difficulties. Some discussants, especially members from relevant NGOs focused on the provision of healthcare and family services to agrarian women to uplift their health condition.

Additionally, some discussants urged that women development department having the mandate, should establish day care centers near farming fields to support mothers and also to give protection to their children from dangerous chemical fertilizers, diseases, and toxic insects/animals such as snake and scorpions. Discussants emphasized the provision of primary healthcare facilities and emergency services at their door step (Cluster 2&4). Discussants in cluster (3) argued that health and safety network should be strengthened by government, and women health insurance should be made mandatory in health policy.

#### 4.3.4: EMPLOYMENT AND WAGES

Discussants in all four clusters believed that agrarian women do not get equal opportunities and 'just' environment for their economic empowerment. Women get unequal wages, do not have business options, have restricted mobility, and frequent harassment at their workplace.

Agrarian women have little or no part in decision making in household expenditures. Male family members have full control over their wages. Women are not respected at their workplace, and face harassment, low wages, wrong distribution of wages especially the fact they were paid according to barter system in goods or services rather than wages. There is a weak mechanism for monitoring of wage fixation despite minimum wage set by the government for the labor workforce.



#### 4.3.5: ECONOMIC AGENCY

Women's knowledge and access to micro-credit schemes is limited. Discussants in cluster (1, & 4) viewed that agrarian women by and large work in an informal way i.e. without any contract agreement, job security, and with pay leave entitlement. Women have registered land but do not have possession of that land. Businesses are not registered on their name. Issues connected to land titling/records tie up a large proportion of the rural population in litigation and unproductive activities, which leads to disempowerment and reduced access to justice, credit, technology, services etc. Women face difficulty in the sale of crops, vegetables and livestock. The market mechanism is not supportive to them. They also suggested that women representation should be ensured in committees of "anjuman tajran" chamber of commerce, price control committees and others.

Some discussants in cluster (3) proposed that women must be given grants and essential modern farming skills training so they could get better yield and earn profit. Discussants in clusters (1, 2 & 4)



viewed that farmers' organizations should be established at village and UC level to start networking related to agriculture production, livestock management, and linking farmers directly to appropriate markets.

#### **4.3.6: SOCIAL PROTECTION**

Almost all discussants in four clusters agreed that overall women, particularly agrarian women (farm workers and tenant farmers) are mostly excluded from social safety nets. Women also stated that illiteracy in the modern era is a big disadvantage for them. Social transfer programs such as food transfer, subsidies, and cash transfer programs, and health assurance schemes are largely not accessible to agrarian women, thus, they remain in the vicious circle of poverty. They solely rely on conventional farming. Facility of EOBI is existing but they do not have access to free health care centers.

#### **4.3.7: WORKPLACE HARASSMENT**

Discussants in all clusters opined that women in every sector face harassment, however, the frequency and form of harassment can vary with respect to occupation and profession of women. In the agriculture sector, women are confronted with frequent and myriad forms of harassment including stalking, teasing, ogling, sexual remarks, obscene remarks, and sexual assault.

Discussants in group (1, 2 & 3) highlighted the absence of any reporting mechanism of sexual harassment of agrarian women. Mostly agrarian women experience a sense of insecurity while working under a power relationship where the employer/landlord, or even their acquaintance is in a position to exploit, threaten, and harass them, and it is hardly reported or documented.

#### **4.3.8: AWARENESS AND SENSITIZATION**

It was discussed that women did not know about their legal rights and institutional mechanisms put in place for their help and support. For this reason, discussants in all clusters viewed that a strong advocacy campaign should be launched to weaken the deep-rooted patriarchal mindset. The participants of all clusters stated that if women face harassment or loss, they find no institution for compensation or to lodge a written complaint. Women face social pressure also to not pursue for justice. Furthermore, women parliamentarians should take up this issue for effective lobby at provincial level among policy makers.

#### **4.3.9: UNIONIZATION**

Discussants in clusters (2 & 4) suggested that farm workers should form their unions where women should be promoted into leadership roles. Justice (Retired) Nasira Javed Iqbal said, "Women farm workers should make their independent union." This was the prime duty of the labour department to educate farm workers to form the union.

Women groups also discussed their concerns on gender biased behaviors of male dominated labour federations, collation and trade unions. They shared that a significant number of women were members of trade and labour worker organizations but workers are not on key decision making positions. The participants of all clusters agreed that no

agrarian women worker union is formed and registered, so there is a need to bring awareness among citizens to form the union/cooperative of agrarian women workers and get it registered.

The participants agreed that an effective monitoring and accountability mechanism must be established in compliance with the ILO conventions.

#### 4.4: KEY INFORMANT INTERVIEWS

Key informant interviews provided critical insights from a range of perspectives on laws related to protection and support of agrarian women, government initiatives, and challenges confronted in the realization of agrarian women's socio-economic rights. These perspectives were solicited using a questionnaire for key stakeholders.

##### 4.4.1: AGRARIAN LEGISLATION

Informants believed that existing labour laws are deficient to address the issues of working conditions, social protection, and terms of engagement, payment of wages and allied matters of the women working in agriculture sector. The existing labour laws are not applicable in the agriculture sector and other women laws tend to be rarely beneficial for the women working in agriculture sector in Punjab.

Working women in agriculture are unaware about all these laws/policies, hence, they remain at a disadvantage and face discrimination. The administrative actions are devoid of integrated mechanisms to support women working in agriculture. The Agriculture, Labour, and Women Development Department remained so far unable to incorporate agriculture women in their central policies.

Informants also appreciated the Sindh government's initiative for the protection of agrarian women socio-economic rights. Sindh Labour Policy has already recognized the agrarian women workers' rights.

Sindh Labour Policy has been already recognized the agrarian women workers' rights.

*Faiza Malik, MPA PPP, Punjab*

It was appreciable that the Punjab government took the initiative and decided in the Punjab Labour Policy 2015 that agriculture workers' rights would be protected but till date no progress has been made.

##### 4.4.2: AGRICULTURE UNION

Informants highlighted the absence of agrarian women workers' trade unions in the province. This information was further corroborated by the informants that not a single women's agriculture union is affiliated with the federation. Some of informants shared that freedom of expression and freedom of association is suppressed and restricted. Some informants from the federation and government departments believed it difficult to organize and bring farmers together on one platform due to a number of reasons including a wide geographical spread, varied political affiliation thus division among farmers, and lack of resources for the purpose. However, farmers' unions

Not a single agrarian women's trade union is registered in the Punjab province.

*Officials of federation*

such as Pakistan Kissan Ittehad, Mazdor Union, Punjab Kisan Committees etc. do not give an equitable representation to women.

#### 4.4.3: EXPLOITATION OF AGRARIAN WOMEN

Almost all of the informants believed that women working in the agriculture sector are exploited in terms of low wages, no job security and benefits, adverse working conditions, lack of control over resources and assets, low decision making, hazardous working conditions, very little access to social transfer programs, and sexual harassment.

The public sector institutions and coordination mechanism are not reaching the women working in agriculture sector. Women working in agriculture sector in the province are neither represented in district level committees, nor are their issues discussed in these committees. Informants suggested that Government and the NGOs should start interventions keeping in view the specific needs of the women working in agriculture sector in the province of Punjab, and for sustainability, should also involve them in the implementation process.

No specific law exists to protect and promote the rights of agrarian women. Other women laws tend to rarely benefit these women.

*Shama Hassan, micro-finance expert*

#### 4.4.4: GOVERNMENT AND SEMI-GOVERNMENT INITIATIVE TO UPLIFT WOMEN STATUS

No single government department is mandated or responsible for the protection of socio-economic rights of women working in agriculture sector in Punjab. Poor coordination and limited outreach of relevant government departments exacerbate the condition of agrarian women.

A majority of informants believed that Initiatives and projects are not reaching their targets; they are in fact unaware about these initiatives and benefits of these interventions are very limited. There is no immediate health and safety facility available to women working in agriculture field, however, 1122 is an emergency service that is available free of cost.

Some informants from Labour and Agriculture Department highlighted the allocation of 15 percent employment quota for women in Punjab for encouraging women economic participation through employment. They also informed that the government has exempted tax on small farmlands i.e. less than six acres. Additionally, they viewed that cash transfer programs such as BISP, Bait ul Maal, Zakat also support women in reducing their economic encumbrances. Provision of micro-credit facility by PRSP, NRSP, Khushali Bank, and Kashf were also counted as support mechanism for encouraging women entrepreneurship.

No single government department is mandated for protection of socio-economic rights of women working in agriculture sector.

The government initiatives have limited outreach to agrarian women, thus they rarely benefit.

*Sadia Khan, policy expert*

#### 4.4.5: CHALLENGES

Informants discussed a number of challenges in ensuring socio-economic rights of women working in the agriculture sector. They mentioned that women have little access to modern equipment and technical farming; however, men have access to these. They feel discouraged in agribusiness due to unconducive and intimidating environment: patriarchal culture does not support women in agriculture; there are no formal and alternate dispute revolutionary provisions for ensuring the safety of women working in agriculture sector, and women are not encouraged to form unions and to accumulate power and strength.

Informants urged that legislation should be done to protect and promote the rights of agrarian women. There is a dire need to introduce an integrated plan of action catering to the needs, and potential of women working in the agriculture sector.





## Chapter 5. KEY FINDINGS

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The key findings that were derived from the qualitative and quantitative analysis of data have been presented under the five major policy themes including employment and wages, economic agency, social protection, working conditions and unionization.

These findings emerge from desk reviews, consultations, perception surveys, and Key Informative Interviews (KIIs) as well as focus-group discussions. Some findings emerged over the course of the study and were subsequently highlighted as separate themes.

### Unavailability of Gender Disaggregated Data

- The Labour department has not sex and gender disaggregated data of women working in agriculture sector in Punjab.
- The agriculture department has not gender disaggregated data.

### Absence of Gender Specific Targets and Indicators

- There is also a sheer lacking of gender and sex disaggregated database systems that would have provided a solid basis for evidence based policy making so that the socio-economic rights of agrarian women could be protected through labour laws.

### Legal and Policy Frame Work

- Women's contributions in agriculture sector, is unrecognised, unpaid, underrated, and overlooked. Due to the unavailability of legal protection agrarian workers experience more socio-economic marginalisation.
- Unfortunately, and worryingly, the labour laws do not recognise this form of labour. Ironically the Punjab Labour Policy 2015 does indicate that this area would soon come under labour protection and welfare, but to date no progress has been made.
- Meanwhile the Punjab province does not even have its agriculture policy. It indicates a weak institutional and regulatory framework for agrarian women workers in Punjab.
- Also, the Punjab Women Empowerment Policy and Women Empowerment Package do not catalogue agrarian women's rights.
- There are inadequacies in the legal and judicial system as well, including court congestion and the inefficient delivery of legal services to resolve agrarian labour disputes.

### Male Dominance and Socio-Cultural Constraints

- Data analysis revealed that 65% of women were equally contributing at home and in the fields but were still not recognised as head of the household.

- One of the worrying statistics was that 68% of the agrarian women are illiterate.
- Regarding, 79.4% of women fell into agriculture as occupation but only out of compulsion, not choice. All the sources validated that a strong male dominated culture exists in the rural areas of Punjab, thus women do not have equal status and participation in decision making. A patriarchal system runs throughout not only organised society but also in individual relationships. Exchange marriages and polygamy are commonly practiced especially in south Punjab and preference is given to sons for pursuing higher education and getting better nutrition.
- Primary qualitative and quantitative data shows that women frequently faced gender based violence, domestic violence, sexual harassment at the workplace and public places. Additionally, exchange, early and forced marriage, bounded labour, sexual assault, rape, murder and other harmful customary and inhumane customary practices commonly exist in rural areas.

### Women's Ownership of Land

- Land is a valuable asset to own, and is socially and traditionally often associated with the 'honour of the family' and 'prestige.' In the same context, women are discouraged to get their share of land, particularly when the land area is large.
- Agrarian women have no financial autonomy or purchasing power to buy agriculture land and hold it independently. Sixty four percent (64.71%) women possessed inherited land, 17.65% received land as a gift from their husbands while only 17.65% women purchased the land on their own.
- Ninety nine (99%) women have no written land lease agreements, while only one percent have formal written agreements. Landlords are reluctant to write agreements with women tenants because of patriarchal and gender biased behaviour, and also to avoid heavy taxation and legal bindings.
- Women's access to and control of land have practical problems in operationalizing reforms. There are many loopholes in the laws that are then misused by landowners to their benefit – inconvenient location of revenue courts and prohibitive litigation expenses for example, work as a deterrence for peasants, while in most cases land surrendered by the owners is mostly unusable or would require heavy investment.
- Issues connected to land titling/records tie up a large proportion of the rural population in litigation and unproductive activities, which leads to disempowerment and reduced access to justice, credit, technology, services etc.

### Economic Agency

- Seventy seven percent (77%) of agrarian women did not know about micro-credit organisation and institutions.

- Eight one (81%) agrarian women workers could not get loans due to lack of information, complicated procedures and lengthy documentations; i.e. strict loaning criteria, property documents, guarantees, have no own income generation assets, gender discriminatory behaviours of officials, lack of facilitation, high rate of interest of bank and micro credit organization and institution.
- Sixty four percent (64%) of agrarian women workers have restricted mobility and little or no involvement in the sale and purchase of agricultural products. Twenty five percent (25%) of women sell their products in the open market while 11% are not involved in affairs of the market. Agrarian women worker's access and approach to the market, their involvement in the sale and purchase of their agricultural products remains very low because of socio-cultural constraints.
- The agricultural tax for agrarian women also appears as a hurdle, which reduces their productivity efforts.
- Inadequate credit conditions for agrarian women workers are also causes to improve their agriculture sector business. The study also revealed that the male head of the household uses majority of these loans if women are able to get them from the government or NGO.

### Employment and Wages

- Eight seven percent (87%) of women received the wages in kind instead of cash. Most of the agrarian women workers are exploited in terms of less or delay payments of work. On the other hand, men usually received wages in cash.
- Eighty five percent (85%) of the agrarian women workers believe that they put equal effort as their male counterparts but do not receive wages equal to them. The perception survey tools validated that a number of factors influence wages that include gender bias, confined perception about women's work, control and access of men on modern technology related to agriculture, etc.
- Women tenant farmer found themselves more measurable because they don't have sufficient assets and finance. Sometimes, they bear losses and cannot pay fixed rent to their landlords but the landlords force them to clear the rent in case of remaining debt which results in a situation of bonded labour or modern day slavery.
- About 75% of women involves in family based farming. Women spend around 12 to 15 hours daily on agricultural activities, however they do not receive payment for their work on time.
- About 59% of agrarian women workers do not have financial autonomy to spend their income according to their own will.

- About 65% of female youth in rural areas is engaged in the agriculture sector. Although the large number of women enables them to earn money, they still receive much less than what an employer will pay to men for the same job. Women are highly underpaid.
- Child labour and bonded labour is high because of small land holdings, where women and children have to do intensive labour to make the both ends meet.

### Social Protection

- About 100% agrarian women workers do not have access to any food transfer program and are not benefitting from any nutritional supplements.
- Social protection schemes like PESSI and EOBI do not cover the agriculture sector and agrarian women are deprived of such social protection facilities.
- Women face unequal opportunities in terms of nutrition, education, income, employment, asset ownership and poor access to prenatal, natal and postnatal care affecting their health.
- Although, 67% agrarian women have not birth registration facility in their neighbourhood, 86% agrarian women workers have nevertheless registered their children, irrespective of whether they are boys or girls. This indicates a high level of awareness and sense of responsibility among women in giving their children their right to identity.

### Working Condition

- A majority of farm workers and tenant are insecure because of informal working relationship between landlord and farm worker tenant. The farm workers are not entitled to the benefits of a formal job such as paid, sick or maternity leaves, fix wages and health insurance and other benefits. They fulfil their needs by themselves.
- It was also discovered that women's time and burden of the household and farm activities has increased while their capacity to cope with the climate shocks has decreased. This further deteriorated their health and livelihood. The health of an agrarian woman's children's is worse than those of other children. Factors related to the children's health and malnutrition has gone down.
- The hazards for young working girls include physical abuse, no protective gear, and exposure to chemicals that may increase risks to their reproductive health, little information on hazards, and no medical services.
- Almost 92% agrarian women workers do not have access to any government health insurance schemes for themselves, their children, or dependents. The only reported health facility among survey respondents was one for polio vaccination, while, for other epidemics, there was no facility in vicinity. In case of illness/disease, a major chunk of household income of farm worker and tenant women was used for medicines and treatment, which led towards a decrease in their daily subsistence.

- About 68% agrarian women workers continued their work during pregnancy. Sixty two percent (62%) agrarian workers managed to handle an adverse situation by themselves, through indigenous and traditional methods, since no emergency first aid was available in case of injury or health hazards. Most of the respondents do not receive any compensation from the owners or landlord.
- About 84% agrarian women workers were harassed at their workplaces as well as other public places by their co-workers, landlords, and other men. They were also harassed while travelling in public and even private transport.
- About 41% were harassed through passing sexual comments, 11% by whistling, 21% faced actual sexual assault, a violent physical attack and stalking or blocking their paths, 15% faced harassment by having their photos taken by strange men without their consent, character assassination and luring them on pretext of help, six percent faced touching, four percent were shown obscene gestures while two percent always remained in fear of kidnapping.

### **Unionization**

- About 90% of agrarian women workers were not aware about unions or workers' rights organisations. In Punjab, there was no agrarian workers' union. Lack of unions' means that workers cannot legally elect a collective bargaining agent. While under all four versions of provincial Industrial Relations Act; a law for settlement of industrial disputes and registration of trade unions, the provisions in place for the protection of workers right to associate fell well short of international standards.
- Ten percent of the women said they had knowledge about union/farmer organization, or worker's rights committee and cooperatives, but they were not satisfied with these organisations' role in helping women. Agrarian women workers are silent members and are not part of decision making.
- Under cover of implementation of Action Plan 2015, freedom of association, expression and formation of unions is restricted.

### **Women's Participation in Political and Public Life**

- There is a lack of representation of agrarian women workers (peasant/labour) in the local government system as well as provincial and political system. Male representatives elected on general seats, do not really represent farm workers or their issues.
- Women's inclusion in the agriculture market committees is also very low and limited.
- There is lack of participation of agrarian women in decision-making bodies of public and political parties' structures. Meagre participation and representation of agrarian women also exists in the political system.

- Consultations, focus group discussions and key informative findings emphasized on “land reforms” which have not been implemented, although all political parties provided for the same in their party manifestos.

### **Capacity Building**

- Eighty five percent (85%) agrarian women workers did not know about any institution or organization providing training to start economic activity in agribusiness. In addition, their limited education or in most cases illiteracy, meant they had a lack of job, educational opportunities and training in key areas such as kitchen-gardening, fruit production, livestock management, and food processing and preservation which stands as barriers in their efforts towards economic development and empowerment.
- Inefficient use of agricultural inputs such as water, seeds, fertilizer, slow development and dissemination of modern technologies, poor connectivity with markets, and limited value addition in the sector.
- There is a need to enhance the capacity of relevant stakeholders for policy making on relevant regulatory and legal issues through a gender lens. This lack of capacity, including when it comes to collecting relevant data and statistics, remains a central cause for concern.
- There was a lack of gender sensitivity in implementation mechanisms and weak compliance of constitutionally guaranteed fundamental rights, signed international conventions, treaties and commitments, i.e. GSP+, SDGs, & etc.

### **Lack of Accountability Mechanism**

- Eighty nine percent (89%) agrarian women workers were not aware of government overseeing at their workplace. Only some of the landlords and agribusiness workers shared information about visits made by agriculture department officials. Non-availability of over sight mechanism increases the cases of harassment and exploitation of the vulnerable groups particularly farm workers.
- Lack of adequate infrastructure to measure the contributions of unpaid care work especially for rural agricultural women.

### **Awareness of Pro Women Laws and Protection Mechanism**

- 87% agrarian women workers were not aware of pro women laws and institutions established for protection of women rights. They also did not know about public help lines to report the incidence of harassment and to seek help. Only a small proportion of respondents were aware of the police helpline (15), or rescue service helpline (1122).

## Chapter 6. RECOMMENDATIONS

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On the basis of the consensus developed in the multi-stakeholder consultations and outcome of focus-group discussions, perception surveys, key informative interviews, the study recommends collaborative efforts on the part of the public and private sector to work for the cause of women working in the agriculture sector of Punjab. It suggests short term, medium term and long term measures and a way forward for amelioration of the conditions of this vulnerable segment of workers.

### Collect Sex and Gender Disaggregated Data

- There is a dire need to collect sex and gender disaggregated data to address the gender disparity faced by agrarian women in Punjab, and so that there may be improvement in the policy framework and its implementation.

### Legal Protection of Agrarian Women Workers Right

- **Freedom of Association and Collective Bargaining;** Effective enforcement mechanism is needed for the implementation of The Punjab Industrial Relations Act, 2010 for the formation and registration of trade unions in agriculture sector in Punjab.
- **Forced Labour/ Bonded Labour;** The Bonded Labour System (Abolition) Act, 1992 excludes the agriculture sector. The law must be amended. The vigilance committees should be constituted under the law at the district level to address the issues of women and their families of the agriculture sector in case they are involved in forced or bonded labour.
- **Child Labour;** any form of female child labour in agriculture sector should be addressed through the Punjab Restriction on Employment of Children Act, 2016. The issue of enforcement as the existing inspection machinery should cover the agriculture sector.
- **Payment of Wages;** The applicability of Minimum Wages (for Unskilled Workers) Ordinance, 1969 should be extended to the agriculture sector through a notification by the Government. However, the cost of living of the workers engaged in agriculture sector should also be taken into account before issuing such notification.
- **Working Conditions and Working hours;** currently, there is no law in place to regulate the working conditions of the agriculture workers. There is need to either amend the existing laws or to introduce new laws for regulating working hours and working conditions of the workers engaged in the agriculture sector.
- **Discrimination in Wages and Employment;** the existing laws in the province do not cover discrimination in employment and wages. The Government of the Punjab should consider introduction of amendments in the existing laws to address this aspect in the light of ILO Conventions 100 & 111. The benefits of new provisions should also be transferred / extended to women working in agriculture sector.

- **Health and Safety;** There is no Occupation Safety Health (OSH) law in Punjab. Therefore, OSH law is needed, which would ensure health and safety at workplace of the women working in agriculture sector.
- **Compensation;** Strong enforcement is needed because “The Workmen Compensation Act” is non-beneficial for women working in agriculture sector
- **Dispute Resolution;** the alternate dispute resolution mechanism existing “The Punjab Local Government Act” should be strengthened for the dispute resolution of the agriculture sector workers.
- **Social Protection;** Social protection of women working in agriculture activities can be ensured through their registration with Punjab Social Protection Authority and gradually they should be covered under the PESSI and EOBI.
- **Maternity Benefits;** Maternity benefits should also be extended to the landless workers in agriculture through amendments in the existing legislation

#### **Agrarian Women’s Participation in Political and Public Life**

- Effective and inclusive representation of agrarian women in political party structures i.e. central executive committees and system is needed to protect their rights. Today this is more vital than ever before especially in context to climatic change, environmental disasters, and economic crisis worldwide. Women must be heard, as they are a major part of the agriculture sector, and since they are the main contributors it is also fair and just to give them space.
- **Women Peasant/ Workers Seat;** these seats must be reserved at the union, town and district level in the local government act. Criteria of candidate must be developed realistically on holistic grounds and encourage farm labour.
- **Fair Representation of Agrarian Workers;** Agrarian workers, especially women workers have no one to speak for them. They need support in the provincial and national assemblies as they need in the local union and tehsil councils, but more than that they need their own voices in assembly so that they can best describe their own issues. This is also a way in which they can participate politically.
- **33% Representation of Women;** this should be the least percentage quota whereby women workers must be found in provincial standing committees of labour, agriculture, industry, commerce and commissions.

#### **Increase Mass Awareness on Issues of Agrarian Women Workers**

- **IEC Material Development;** Information, education and communication material on pro women laws and their implementation mechanisms should be developed using innovative approach to influence hostile behavior. They should be widely disseminated.

- **Mass Awareness Campaign;** amass awareness campaign should be conducted on pro women laws, its implementation mechanisms i.e. helplines, women police help desk and smart phone apps, etc. and on the importance of individual multiple identities in the context of safety. Agrarian women workers should be part of the campaign to ensure its sustainability.
- **An Awareness and Sensitization Campaign** should also be conducted to educate agrarian community particularly; the right use of fertilizer and pesticides, quantity of water, and harvest timings. NGOs, CSOs, labour organizations, women rights organizations, and trade unions can also be effective in raising awareness among members of their rights and obligations toward workers, including family members on their farms.

### Professional Skills Enhancement of Agrarian Women

- **Establishment of Skill Development Centre;** Agriculture and Labour Departments should establish 'Skill Development Centre' at the village level where farmers, particularly women can get information on how to increase their yields/productivity.
- **Skill Training Programmes** should promote income generation, target agricultural production and services and to build their capacities and strengthen value-chain network. It must be aligned to market-based trades.
- **A Toolkit should be produced** to help policy-makers; covering the different socio-economic aspects of women working in agriculture including elimination of child labour and should address, bounded labour and modern forms of slavery.
- **A Gender Sensitization Programme** and refresher courses for all stakeholder must be mandatory.
- **A formal on-going orientation training programme for agrarian women workers** should be launched by covering pro women laws, harassment at work and public place, inheritance, honour killing, Women Protection Act, domestic violence, early child and forced marriage gender based violence, customary practices, etc.
- **Universities' Program;** Public and private universities should expand their outreach programs to rural areas and agriculture universities should establish women training centres focusing on rural women farmers and capacity building of rural women leaders.

### Affirmative Administrative Actions

- The relevant government departments including Transport Department, Agriculture Department, and Women Development Department should collaboratively provide free bus service to and from work, for women working in agriculture sector.

- Labour, Agriculture, and Women Development Departments need to re-evaluate their mandatory oversight/monitoring/inspection, and to devise mechanisms for ensuring socio-economic uplift of agrarian women.
- **Strong Mechanisms;** For local land administration and local community access to land documentation, mapping, and dispute resolution processes must be in order to increase efficiency, better reliability of local knowledge of ownership and classification issues, and ensure public awareness, transparency, and accountability.
- **Gender Responsive Budgeting;** Gender responsive budgeting is required to facilitate women to access opportunities to work. Infrastructure developments such as roads, streets, sewerage, transport, primary health facilities can help reduce poverty and women can engage themselves in economic activities.

### Ensuring Social Safety

- The cash transfer programs and other social safety nets should encompass the poorest of poor farm workers and tenants' farmers and provide financial assistance for schooling of their children along with stipend.
- Women working in agriculture are vulnerable on account of supplementary assistance. They should be provided payment towards hospitalization fees, and reassigning pregnant women to work that is not physically taxing.
- Agriculture sector and women engaged therein should be included in social safety schemes by enabling them to benefit these schemes.
- Women should get equal access to loan and credits, and temporary measures should also be put in place when required.
- Social Safety nets and cash transfer programs, such as EObI, PESSI, BISP, Khidmat Card, PPAF, Zakat, Bait ul Maal, WWF etc. should particularly include underprivileged agrarian women in their domain for reducing poverty and improving health and education outcomes. Presently, almost all women are excluded from these measures.
- Supporting women entrepreneurship; Women in agriculture sector are unaware about micro-credit and interest free loan (provided by Akhuwat) schemes. Such organisations should inform agrarian women about their outreach and processes for giving them confidence to start entrepreneurship. They have little knowledge on reproductive health, preventive care, HIV/AIDS care, and basic curative care, which Primary & Secondary Healthcare Department should consider.
- Most of the agriculture women have a minimal subsistence level and in case of sickness, a major chunk of their income is used in lieu of medicine/treatment. Government should ensure health insurance (e.g. SEHAT CARD) for agricultural women.

- Primary and Secondary Healthcare Department may make arrangement for provision of emergency services to women farm workers. For this reason, a mobile health unit should be provided at village level.

### **Strengthen the Role of Unions, Associations and Cooperatives**

- Agriculture cooperatives could be a good alternative for the self-employed women with small land holdings wherein they can pool resources for efficient use. An immediate option for uplifting of women engaged in agriculture sector is the formation of unions so that they can stand for their socio-economic rights.
- Labour, agriculture and women development department should launch awareness and sensitization campaign on role of unions, associations and cooperatives to form unions, associations and cooperatives for enabling them to struggle for achieving better employment, wages, job security, and allied benefits. Women's rights organisations, labour education organisations, trade unions can also be effective in raising awareness.
- Collective bargaining is an important means to improve wages, working conditions, and safety and health, and agricultural workers' unions, associations and cooperatives can be very effective in promoting, monitoring and enforcing decent work rights and protections for their members.

### **Data Collection and Future Research Directions**

- All relevant departments, (Labour Department, Social welfare Department, Agriculture Department, Social Security Department, and Women Development Department) should collect quantitative and qualitative data on grass root levels on the state of socio-economic conditions of agrarian women and various activities in rural market and in the household. The data should be publicly available for the purpose of research and planning.
- Research supervisors and research scholars should work on the issues pertaining to socio-economic rights and challenges to women in agriculture sector in Punjab. A list of topics on the issue should be shared with the students going to start their mandatory thesis work. Academia, policy makers, and development experts should contribute towards evidence-based policy making for uplift of socio-economic status of agrarian women.

## ANNEX: 1

### TEAM FOR PARTICIPATORY POLICY ASSESSMENT

#### EPD:

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Mr. Mertcan Ozgur *Communication Officer*

#### AF TEAM:

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Mr. Hasnat Javeed *Team Lead*  
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Ms. Arifa Mukhtar *Enumerator*  
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## ANNEX II

### SEMI-STRUCTURED INTERVIEW SCHEDULE FOR WOMEN WORKING IN AGRICULTURE SECTOR

**Note for interviewer:** This information is very important. Please communicate to the respondent that the shared information will remain confidential and will be used only for research purpose.

Questionnaire No: \_\_\_\_\_ Date of Interview: \_\_/\_\_/\_\_

District: \_\_\_\_\_ Location: 1. Urban 2. Rural

Type of Respondent:

Category of women respondent	Code
Do not own land but working as labourer	1
Own land and working	2
Working in agriculture sector (Agribusiness)	3
Borrowing land and working under a contract	4

#### Demographic Information:

- |  |                             |
|--|-----------------------------|
| 1. No. of Respondent.: .....             | 2 Age: .....                |
| 3. Education: .....                      | 4. Occupation: .....        |
| 5. Contact No: .....                     | 6. Marital Status: .....    |
| 6. If married, No. of children: .....    | 7. Head of Household: ..... |
| 8. Gender: (Mention if transgender)..... | 9. Religion: .....          |

10. Monthly wage income in PKR [Less than 3000, 3001-6000, 6001-9000, 9001-12000, 12001-15000, 15001-18000, 18001-21000, 21001-24000, 24000+ \_\_\_\_\_ please note above 24000.

#### Themes:

1. Employment & Wages
2. Economic Agency
3. Social Protection
4. Working conditions
5. Unionization

Sr. #	Questions	Category of Women Respondent			
		1	2	3	4
<b>Theme 1. Employment and wages</b>					
1.	Being a labour, why did you choose this profession? Please record the response in detail. _____ _____	√	x	x	√
2.	What is the mode of payment to you? In cash, in kind or other. _____ _____	√	x	x	√
3.	Do you believe you put in the equal amount of effort as your male counterparts (in working context)? (No/Yes). If yes, please give details. _____ _____	√	√	√	√
4.	Do you get equal wages as your male counterpart? (No/Yes). If no, please give the reasons why you get low wages. _____ _____	√	x	x	√
5.	Do other family members work in the same profession? (No/Yes). If yes, then how many and who are working? <i>(Interviewer to record response with respect to male, female, children, old people)</i> _____ _____	√	x	x	√
6.	Who decides about spending the income you earn? Please share details. _____ _____	√	√	√	√
<b>Theme 2. Economic Agency</b>					
7.	Do you know any institute providing loan/microcredit for agribusiness? (No/Yes). If yes, please tell details. <i>(interviewer to record the details with respect to PRSP, NRSP, Kashf, AKHUWAT)</i> _____ _____	√	√	√	√
8.	Did you ever contact/approach any bank or institute for agribusiness? (No/Yes). If yes, please tell details with regard to its accessibility, conduciveness, and behaviour of dealing organization/person.	√	√	√	√

Sr. #	Questions	Category of Women Respondent			
		1	2	3	4
	_____				
	_____				
9.	Do you know any institute/organization providing training to start agribusiness? (No/Yes). If yes, please share the detail/your experience. _____	√	√	√	√
	_____				
10.	Where and how do you sell your agricultural products? Please share details. _____	√	√	x	√
	_____				
11.	How do you buy agriculture products? Please tell with respect to market accessibility, mobility, and interaction at market. _____	√	√	√	√
	_____				
12.	Are you aware of any institute(s) providing loan for agribusiness? (No/Yes). If yes, please share details. _____	√	√	√	√
	_____				
13.	Have you ever contacted any bank or institute for agribusiness? (No/Yes). If yes, please share details with respect to accessibility/help. _____	√	√	√	√
	_____				
14.	Is the concerned department Institute approachable? If Yes, Which institute did you contacted? _____	√	√	√	√
	_____				
15.	Are you aware that various institutes providing training to start and expand agribusiness? (No/Yes). If yes, please share details. _____	√	√	√	√
	_____				
16.	Have you ever received any training regarding agricultural field? (No/Yes). If yes, please share details. _____	√	√	√	√
	_____				

Sr. #	Questions	Category of Women Respondent			
		1	2	3	4
17.	Did this training help you in your work? (No/Yes). If yes, please share details. _____ _____	√	√	√	√
18.	In result of this training, do you used modern methods and equipment? (No/Yes). If yes, please share details. _____ _____	√	√	√	√
19.	What type of facilitation you want from government regarding health & safety, social security and economic empowerment, etc? Please Specify: _____ _____	√	√	√	√
20.	Do you pay tax on your rented land? (No/Yes). If Yes, at what percentage and give details _____ _____		√	√	
21.	Do you pay tax on your Product? (No/Yes). If Yes, at what percentage and give details _____ _____		√	√	
22.	If you have borrowed land or working on contract, who has given you land (GOvt Dept., Local Landlord, Others) _____	√			√
23.	Is the land allotted to you directly or to any male member of the family? _____	√			√
24.	Is your land is irrigated or rainfed?				
25.	How much you pay for irrigation/water?				
26.	Do you own agriculture land? Yes or No				
27.	If yes, do you get the land inheritance or you buy yourself?		√	√	
28.	Where do sell your product? (Open Market, Govt, Other _____)				
29.	Did you get suitable price of your product? (No/Yes).		√	√	
<b>Theme 3. Social Protection</b>					
30.	Do you have access to any cash transfer program including, child benefit, poverty-targeted, seasonal etc.? for example, BISP, Biat ul Maal, Zakat, PPAF, NGOs. (No/Yes). If yes, Please mention.	√	√	√	√

Sr. #	Questions	Category of Women Respondent			
		1	2	3	4
	_____				
	_____				
31.	Are you the beneficiary of any government cash transfer scheme? (No/Yes). If yes, with whom? Please share details. _____	√	√	√	√
	_____				
32.	Do you have access to any food transfer program? (No/Yes). If yes, Please mention. _____	√	√	√	√
	_____				
33.	Do you get any nutritional supplement? (No/Yes). If yes, Please mention. _____	√	√	√	√
	_____				
34.	Do the public work are in support of women folk? (No/Yes). If yes, Please mention. <i>(interviewer to probe about the roads, streets, transport etc in support of women)</i> _____	√	√	√	√
	_____				
35.	Do you have the facility of birth registration near your dwelling? (No/Yes). If yes, Please mention. _____	√	√	√	√
	_____				
36.	Do you have National Identity Card?				
37.	Do you have any health insurance scheme available to you? (No/Yes). If yes, Please mention. _____	√	√	√	√
	_____				
38.	Do you have support from your family, friends, or society? (No/Yes). If yes, Please mention. _____	√	√	√	√
	_____				
39.	Do you have any kind of healthcare facility available at your doorstep? (No/Yes). If yes, Please mention.	√	√	√	√

Sr. #	Questions	Category of Women Respondent			
		1	2	3	4
	<i>(interviewer to probe about the LHV, LHW etc.)</i> _____ _____				
40.	Do you have the availability of childcare services? (No/Yes). If yes, Please mention. <i>(interviewer to probe about the vaccination)</i> _____ _____	√	√	√	√
41.	Do you know any legal framework or policies about women rights to employment/inheritance/decision making? (No/Yes). If yes, Please mention. _____ _____	√	√	√	√
42.	Do you continue working during pregnancy? (No/yes). If yes, how do you manage to work? _____ _____	√	√	√	√
43.	Do you continue working during pregnancy? (No/yes). If yes, do you get any affirmative incentive from the owner/landlord? _____ _____	√		√	√
44.	Do you get any health benefits from your landlord? (No/Yes). If yes, what are these benefits? _____ _____	√	x	x	√
45.	Do you get any support for education and health for your children by the landlord? (No/Yes). If yes, what is that? _____ _____	√	x	x	√
<b>Theme 4. Working Conditions</b>					
46.	How many hours you work daily in field?				
47.	How much time is required to reach your workplace from your home/dwelling? Pl note the response. _____ _____	√	√	√	√
48.	What is mode of your mobility? Transportation?				

Sr. #	Questions	Category of Women Respondent			
		1	2	3	4
49.	<p>Do you feel any harassment at your workplace? (No/Yes). If yes, please share details with respect to following and perpetrator:</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>Stalking _____</p> <p>Ogling/Leering _____</p> <p>Teasing _____</p> <p>Touching _____</p> <p>Sexual Remarks _____</p> <p>Blocking Way _____</p> <p>Kidnapping _____</p> <p>Obscene Gesture _____</p> <p>king Photos with Mobile _____</p>				
50.	<p>Do you feel/face any health and safety danger at workplace? (No/Yes). If yes, what health and safety danger do you feel/face at workplace?</p> <p>_____</p> <p>_____</p> <p>_____</p>	√	√	√	√
51.	<p>If you are wounded/Injured during work, are you given first aid? (No/Yes). If yes, please share detail.</p> <p>_____</p> <p>_____</p> <p>_____</p>	√	√	√	√
52.	<p>If you are wounded/Injured during work, are you compensated for it? (No/Yes). If yes, please share details.</p> <p><i>(interviewer to record the details with respect to compensation in cash, kind, leave or other)</i></p> <p>_____</p> <p>_____</p> <p>_____</p>	√	√	√	√
53.	<p>Is there any government oversight of your workplace? (No/Yes). If yes, please mention.</p> <p><i>(interviewer to record the details with respect to inspection of labour department, environment department, or any other government agency)</i></p> <p>_____</p> <p>_____</p> <p>_____</p>	√	√	√	√

Sr. #	Questions	Category of Women Respondent			
		1	2	3	4
<b>Theme 5. Unionization</b>					
54.	Do you know any of Union/Workers Rights Committee/Cooperative? (No/Yes). If yes, what are the benefits of these structures? _____ _____	√	√	√	√
55.	Is there any Union/Committee available at local level? (No/Yes). If yes, please share details. _____ _____	√	√	√	√
56.	Are you a member of any such committee? (No/Yes). If yes, please share details. _____ _____	√	√	√	√
57.	Being a member of Union, what you think about the priority areas the union should work? <i>(Interviewer to ask the question from only the member of union. Further, she/he should probe about different areas)</i>  <input type="checkbox"/> Better Wages <input type="checkbox"/> Health Benefits <input type="checkbox"/> Conducive working environment. _____ _____	√	√	√	√
58.	Any suggestion/recommendation with regard to the study: _____ _____	√	√	√	√
59.	Are you registered with any department as agri-business women? If Yes which department? <i>(Interviewer to probe about Govt (Agriculture/Labour/Livestock/Water User Association), Private (NGOs/Nestle/NRSP etc.), Others _____)</i>				
60.	The interviewer to debrief the respondent at the completion of interview and to provide the respondent a list of supportive services (e.g. hotlines, or victim support centers, offices of AF, Dar-ul-Amans, Violence Against Women Center, Trade Unions etc.) in the area.	√	√	√	√

**Annex III**

**QUESTIONNAIRE FOR  
KEY INFORMANT INTERVIEW FOR STAKEHOLDERS DEALING WITH THE  
AGRI-WOMEN**

**Note for interviewer:** This information is very important. Please communicate to the respondent that the shared information will remain confidential and will be used only for research purpose.

KII No: \_\_\_\_\_ Date of Interview: \_\_/\_\_/\_\_

District: \_\_\_\_\_ Location: \_\_\_\_\_

Stakeholder’s Organization: \_\_\_\_\_

***Questions:***

**1. How do you see the laws supporting the agrarian women in their:**

**Employment and equal wages**

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**Economic activity**

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**Social protection**

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**Working condition**

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**Unionization**

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2. What are the government initiatives, particularly your department for supporting agrarian women in following thematic areas:

Thematic area	Overall government (Any Department(s)/organization(s))	Your Department/Organization
Employment and Wages	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
Economic Agency	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
Social Protection	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
Working Conditions	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
Unionization	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>

3. What challenges you are facing in supporting agrarian women in the following:

**Employment and Wages**

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**Economic Agency**

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**Social Protection**

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**Working Condition**

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**Unionization**

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**4. Any Suggestion to uplift the socio-economic status of agrarian women**

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## GUIDELINES FOR ENUMERATORS

### Introduction:

The main purpose of the guideline is to support all field team in ensuring the timely & accurate completion of the questionnaire. All field team are required to study & understand fully the instructions and procedure that are contained in this guidelines. The success of this research depends understanding of above subject. It is important that team follow the procedure & any instruction given, so that the output is the highest quality will possible.

### Objectives:

- To collect data through interview to 100 women former workers, tenant farmers, landholder formers and agribusiness workers follow by tool.

### Confidentiality:

All information received will be kept confidential. The field team are required to sign a statement certifying that they will maintain confidentiality.

### Role and Responsibility of the Enumerators:

- Ensure they understand the definition and terminologies of PPA and their respective field areas.
- The enumerators will be responsible for the collection of correct information from the field during the conduct of the survey.
- The enumerators will check & return all completed questionnaires to AF project team.

### Code of Ethics:

- Any political activity is not permitted while conducting survey.
- Survey assignments may not be delegated or completed by any person (including spouses and family members) only with the permission of a supervisor.
- The enumerators must take care at all times not to make any remarks or take any action that could be interpreted as discriminatory or otherwise offensive when dealing with traveler or other , respondents, fellow employees and visitors.
- Respect and well-being with research participants.

### Enumerators Requirements:

- Ability to understand instructions in both (written and verbal).
- Basic knowledge on topic
- Legible handwriting
- Ability to meet deadlines
- Ability to accurately follow survey procedures
- Ability to good communicator
- Ability to positively interact
- Clear voice and speech pattern



INSPIRED+  
PAKISTAN

INSPIRED+ Pakistan aims to improve the socio-economic and labour rights situation for women working in agriculture in Punjab. The project is being implemented by the Aurat Publication and Information Service Foundation (Aurat Foundation), in partnership with the European Partnership for Democracy (EPD), the Netherlands Institute for Multiparty Democracy (NIMD) and World Leadership Alliance - Club de Madrid (WLA-CdM). INSPIRED+ Pakistan is co-financed by the European Union.

Since August 2017 the project has been bringing together a broad scope of actors (from governmental institutions to civil society organisations and agricultural labourers themselves) in a policy dialogue process focusing on participatory research, assessment and consensus-building. The project design is based on the INSPIRED method for inclusive and participatory policy dialogue, as developed by EPD, NIMD and WLA-CdM.

This present document presents a domestically developed Participatory Policy Assessment that provides concrete evidence on the gaps in the provision of socio-economic and labour rights to women working in agriculture in Punjab. It provides first policy recommendations to policy-makers and identifies concrete entry points for further policy dialogue.

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