



The Changing Landscape of Gender at SPDC: An Assessment

by
Aasiya Kazi
Rafea Anis

2015

**The Changing Landscape of
Gender at SPDC:
*An Assessment***

March, 2015



SOCIAL POLICY AND DEVELOPMENT CENTRE

ACKNOWLEDGEMENTS

First and foremost, we want to extend our appreciation to Dr. Saba Gul Khattak for taking the time to review this report and providing very helpful and detailed suggestions. We would also like to thank Mr. Javed Jabbar, the Vice Chairman of the Social Policy and Development Centre's Board of Directors, for his insight on how SPDC has fared in establishing gender as a veritable part of its research agenda and gender equity at the organisation. Our thanks are due to Prof. Dr. Khalida Ghaus for her advice and support during the preparation of this report. Finally, a vote of thanks to the SPDC team for sharing their experiences with us.

THE TEAM

Aasiya Kazi
Rafea Anis

Peer review
Dr. Saba Gul Khattak

Graphics and Design
Rizwanullah Khan

CONTENTS

	<i>Page Nos.</i>
Introduction	1
Methodology	2
Gender in SPDC’s guidance documents and planning.....	3
Gender in SPDC’s programmes and projects.....	4
Gender in research content	5
Gender – a process	8
Gender equity and work environment at SPDC.....	10
Recommendations.....	12
References	14
List of Tables	
Table 1: Types of SPDC publications reviewed.....	6
Table 2: Categorisation of research based on gender sensitivity	6
Appendix A:	15

INTRODUCTION

Research that pursues greater gender sensitivity aims to incorporate, whenever relevant, sex and socio-cultural differences throughout the research cycle. To ensure gender sensitivity in research, and to produce better quality and accurate research, equal consideration must be given to the life patterns, biological differences, needs and interests of both women and men. Since sex and socio-cultural differences are fundamental organising features of life and society, recognising these differences has crucial implications for knowledge (Monitoring Progress towards Gender Equality in the 6th Framework Programme, 2009).

It is important to note that gender-sensitive research is not research on gender; “it is research that takes into account gender as a significant variable” (Guidelines for Gender Sensitive Research, 2009). It operates on the fundamental principle that the needs of women and men are different; and thus, need to be treated as such in research. The Social Policy and Development Centre (SPDC) has made exponential progress in making its research more gender sensitive and conducting gender-specific research. Its Gender Research Programme (GRP) is a unit unto itself and conducts research on gender-specific topics exclusively. Other than this, non-GRP reports too have made progress in integrating the gender dimension. Nevertheless, SPDC understands the importance of monitoring, evaluation and introspection; and therefore, undertook an exercise to determine the level of gender sensitivity in its research output and within its organisation.

The exercise aims to provide an assessment of the extent to which SPDC research meets the needs of both women and men in its research and contributes to an enhanced understanding of gender issues as well as the gender dynamics prevalent at the institutional level in the organisation. The findings of the exercise undertaken indicate that although increasing importance has been given to gendered investigation, interpretation and understanding, there remains much scope for improvement, and a long-term commitment to gender mainstreaming is needed.

METHODOLOGY

Following a review of literature on gender in research, SPDC decided to use the European Union's (EU) methodology for monitoring gender in EU-funded research for its own assessment. It followed EU's threefold assessment framework for this purpose. This framework has the following three guiding principles:

- *Research by women*: is participation in research activities equal for women and men?
- *Research for women*: does SPDC research address women's needs and understand them to be unique and distinct from those of men?
- *Research about women*: is research about topics specific to women undertaken at SPDC?

Given that our size and scope of research is markedly different, we extracted only relevant guidelines from EU's methodology to suit our small-scale organisation. However, the study is, in fact, modeled on similar assessments undertaken by the EU. It should also be noted that this undertaking is the first of its kind at SPDC.

A two-member team was constituted for this assessment. The team analysed the gender sensitivity in SPDC's research content, by assessing research proposals and publications, and the gender dynamics, along with the participation of both women and men, at the institutional level within the organisation.

Publications

Publications from 2008 to 2013 were examined to check if they met the following criteria (reproduced from 'Toolkit: Gender in EU-funded Research, 2009'):

1. Is gender relevant to the research topic?
2. Has gender literature been integrated in the study?
3. Has gender theory been integrated in the study?
4. Is the methodology used suitable for gender-specific analyses?
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?
6. Were questionnaires and surveys "designed to unravel potentially relevant sex and/or gender differences" in SPDC-produced data?

7. Has a gender-specific approach been adopted in recommendations?
8. Proportions of women/men on research team.

In the interest of maintaining consistency and objectivity, no marks were awarded by the two-member team to express their judgment. Instead they simply stated whether the above-mentioned criteria¹ have been met or not by individual publications including SPDC's annual reviews, research reports, database reports and Gender Research Programme (GRP) reports. The team members also held consultations to discuss their judgments and exchanged ideas with each other. Once it was decided whether the criteria have been met (or not), a detailed analysis of each publication outlining its strengths and weaknesses with regard to this criteria was undertaken (see Appendix A).

Human Resource

The Vice Chairman of SPDC's Board of Directors, management and research staff at SPDC were interviewed to bring forward their views on the subject.

GENDER IN SPDC'S GUIDANCE DOCUMENTS AND PLANNING

SPDC's plans and strategies were formulated with provisions relating to the process of establishing gender as a part of SPDC's research repertoire. Most notable of these is the Gender Strategy document as the organisation's vision on gender that laid the "theoretical foundations as well as the operability route for the Center to incorporate a gender approach for both its research contents and its institutional structure"². The two major components in the document — gender in research output and internal reconfiguration at the institutional level — were designed to work in conjunction with one another, i.e the creation and strengthening of the gender unit and gender-specific research, in that order. In compliance with this provision, the gender unit was a functional part of SPDC before the GRP was initiated at the organisation. Moreover, this document addresses the many facets of gender mainstreaming that have been adopted at SPDC to varying degrees including the creation and strengthening of the gender unit; gender training for research staff; managing employment equity; recruitment and pay; health, safety and leave policy; incorporation of the gender lens in mainstream research; examination of issues specific to women; and thematic

¹ In answering each of these questions it was first determined if in fact including the gender dimension was relevant.

² The Gender Strategy. Social Policy and Development Centre (SPDC).

progression in sync with institutional gender maturity. The transformative power of this conceptual document provided a sound basis for establishing gender expertise at SPDC.

Furthermore, gender was a vital part of another strategic document ‘Proposal for Institutional Funding of Social Policy and Development Centre, 2008-2013’ which added “gender-sensitive policies and programmes formulated and implemented in Pakistan” to SPDC’s vision.

GENDER IN SPDC’S PROGRAMMES AND PROJECTS

Gender Research Programme

In 2008 SPDC introduced its Gender Research Programme (GRP) to make gender part of its research repertoire with women, work and poverty as its main themes. The stated objectives of the programme include developing quantitative and qualitative data including gender disaggregated statistics and indicators; factoring in gendered perspectives in economic and development issues; raising awareness about gender issues; putting gender on the map of policymaking; and adding to research on gender issues in the country.

The studies of SPDC’s GRP are in line with the research thematic priorities of the programme and are important women-specific issues in the context of Pakistan. It is also commendable that some studies in the programme are the first of their kind in Pakistan such as the study on profiling the socio-economic characteristics of female-headed households.

First Women Bank Limited Project

SPDC was commissioned by the First Women Bank Limited to prepare a report that determined how to best cater to the Bank’s growing customer base as well as an increased provision of services. The study was conducted to assess the utilisation and viability of the Bank’s existing products and proposed portfolio. It also examined the different needs of urban and rural women in the formal and informal sectors of the manufacturing and services industry. SPDC’s aim was to have this study serve as a tool for stakeholders in the banking industry as well as for those interested in social development focusing on women’s empowerment.

It is worth mentioning that FWBL is the only commercial bank in Pakistan being run and managed by women and exclusively geared towards serving women with unique credit policies that seek to promote asset ownership for women and with services customised to the specific economic needs of women.

SPDC recommended various women-specific measures to FWBL including the need to design financial products particularly catering to the demand for credit among professionally skilled working women; more flexible banking policies especially for women; further intensify its campaigning/advertisement techniques to widen its reach; and called for the government and donor community to support the Bank's efforts.

Climate Change Project

The research project on 'Gender and Social Vulnerability to Climate Change: A Study of Disaster Prone Areas in Sindh' is being carried out by SPDC under a research grant by the International Development Research Centre (IDRC), Canada. Partial funding for the project has been provided by the Royal Norwegian Embassy, Pakistan. It is a three-year project started in March 2012 and is part of IDRC's Research project entitled, 'Climate Change Adaptation, Water and Food Security in Pakistan'.

The aims of the project are to investigate the gender dimensions of socio-economic vulnerability to climate change among rural communities of disaster prone areas in Badin, Dadu, Thatta and Tharparkar; assess the adaptive capacity of women and men at the community level and the social capital available to them; formulate a set of gender-specific policy recommendations for inclusion in disaster management and climate change adaptation strategies and plans at provincial and district levels; and build awareness and understanding among stakeholders including communities, civil society, media, academia, government and international development partners. It should be noted that SPDC is part of a research consortium for this IDRC project and is the only member selected to have a special focus on gender — a clear indication of the recognition of its gender expertise.

GENDER IN RESEARCH CONTENT

A sample of 26 SPDC publications consisting of studies from 2008 to 2013 including four annual reviews, 13 research reports, eight Gender Research Programme (GRP) studies and one database report have been assessed for this study (see Table 1). Journal and newspaper articles have also been published by SPDC staff members during this period; however, they have not been included in this assessment as the methodology is applicable exclusively to research reports. Table 2 gives the categorisation³ based on gender sensitivity for the publications in the sample.

³ This categorisation has been derived from Monitoring Progress towards Gender Equality in the 6th Framework Programme. May 2009. Centre for Strategies and Evaluation Services (CSES), European Union.

Table 1
Types of SPDC publications reviewed

Type	Number
Annual Reviews	4
Research Reports	13
Gender Research Programme (GRP) Reports	8
Database Reports	1
Total number of studies	26

Table 2
Categorisation of research based on gender sensitivity

	Number of studies	% of total
Gender specific ⁴	10	
Gender integrated ⁵	7	
Gender blind ⁶	6	
Gender is relevant to the topic and mentioned, but not addressed	3	
Total number of studies	26	

In order to qualify as gender sensitive, studies met one or more of the earlier mentioned criteria after determining whether gender was considered to be relevant to the topic. Studies with gender-specific topics and/or where gender was explicitly mentioned in the objectives⁷ have produced more gender-sensitive research than other SPDC publications. Gender-specific studies, from 2008 to 2013, include eight GRP studies, the annual review 'Social Development in Pakistan: Women at Work' (2009) and the database report 'Gender Disaggregated Indicators of the Labour Market in Pakistan' (2013). These studies have adopted a gendered approach by:

- Obtaining SPDC-produced gender disaggregated data to address its paucity in Pakistan;
- Using a gendered perspective in development and other issues;
- Exploring trends in gender roles and norms, and gender inequality, in the development process;

⁴ Topics are gender specific.

⁵ Studies that mention and address gender, even if only in part.

⁶ Studies with no mention of gender.

⁷ Proposals or abstracts of studies have been treated as their objectives

- Recommending women-specific policymaking and remedies for gaps in policies relating to women-specific measures and laws; and
- Addressing knowledge gaps in gender literature in the country.

Studies that are not gender specific have integrated gender to varying degrees. However, these have displayed a tendency to ignore gender (Monitoring Progress towards Gender Equality in the 6th Framework Programme, 2009) in some parts of the report, where it was relevant, but address it in others. Out of 16 studies without a gender-specific topic in the sample, seven are gender integrated; six are gender blind; and in three 'gender is relevant and mentioned, but not addressed'. Even though around 50 percent of these are gender integrated, most showed an incomplete understanding and incorporation of the gender dimension.

For example in the research report, 'Understanding Rural Poverty Dynamics: The Case of the 'Poorest District of Sindh', the only mention of females in the abstract was of female education as one of the "major drivers for escaping poverty". The report does offer gender disaggregated data for education and discusses the gap between female and male literacy but fails to do the same for other women-specific issues such as maternal health and malnutrition that are in fact mentioned in the study.

While the report addressed the gender aspects of education it failed to do so for the other issues that were acknowledged. Confining 'gender' to certain aspects of the topic disregarded gender-specific needs in others. An incomplete or tepid incorporation of gender leads to the omission of gender-specific needs in studies and creates challenges in identifying policy measures that can be undertaken to address the gender differentials relating to their topics.

In fact, gender was only integrated quantitatively (e.g. in figures) rather than qualitatively in many studies. Addressing the complexities of gender differentials, not only calls for the provision of gender disaggregated data per se but the integration of gender as a transversal theme. For example, in the annual review 'Social Impact of the Security Crisis', gender disaggregated data for health and education has been provided without any corresponding recommendations for addressing inequalities or gender-specific needs in these areas. Notably, the absence of women-specific recommendations proved to be common in studies that are not gender specific. Another example is the annual review 'Devolution and Human Development' in Pakistan, gender literature on the topic has been reviewed and certain sections of the study contain gender disaggregated

data paired with gender-sensitive analyses, evaluations and interpretation; however, no gender-specific recommendations have been included.

Given that 50 percent of studies without a gender-specific topic have not addressed gender, and the other 50 percent despite being gender integrated are only so in part, is indicative of a gap between the rhetoric of a gendered approach by SPDC researchers and its implementation. During interviews, all researchers asserted they consistently examine gender differences where necessary and/or applicable. They all believe the gendered interpretation of research is important due to the differentiated impact of policies on women, men, boys and girls. However, in practice, numerous studies have not integrated the gender dimension in a complete manner and, as mentioned earlier, the absence of women-specific recommendations is a common problem in studies without a gender-specific topic.

Inconsistency in integrating gender presents an unequivocal threat of the exclusion of the gender dimension in studies where gender is not a part of the stated aims and objectives and/or topic. Nonetheless, an enhancement of the socio-economic approach has been witnessed in SPDC research. The sociological lens has been incorporated in studies showing progress from SPDC's traditional economics-only approach. This has been demonstrated by the contextualisation of issues vis-à-vis the recognition of socio-cultural norms, gender roles, inequities and inequalities enabling, and leading to, the integration of the gender dimension.

Further, there has been a clear impact of the GRP in SPDC research. Not only has gender-specific research increased manifold at the organisation but SPDC has contributed to an increase in gender literature in Pakistan. Two out of eight GRP studies are pioneers (first of their kind in the country) — one on the economic cost of violence against women and the other on the socio-characteristics of female-headed households. SPDC has, therefore, made an important contribution in making policymakers, government officials, stakeholders, researchers, media and the public more gender aware through its research and in providing women-specific policy recommendations on various issues.

GENDER – A PROCESS

SPDC's management is very clear on how it sees gender – as a process. Gender at SPDC is a result of continuity in research themes and subjects, as organisations need time to adapt to new avenues of research and expertise take time to be established. The research thematic priorities

of the GRP – women, work and poverty – have been built on SPDC’s expertise in poverty and work demonstrating a reorientation of existing strengths and harmonious planning process as opposed to an arbitrary adoption of gender.

Significantly, SPDC adopted training on gender as an important step that has evolved into a continuous process as envisioned by the Center’s Gender Strategy document. Individuals underwent training with regard to the importance of gender-sensitive research by gender experts at workshops and seminars. For instance, gender responsive budgeting workshops made a principal economist at the organisation an expert/trainer in this field – an important capacity building example. As a result, SPDC led the way in providing specialised training on gender responsive budgeting to government officials, members of civil society, and academia. Meanwhile, researchers put their knowledge into practice by incorporating the gender lens and undertaking gender-specific research as part of the GRP.

A female economist at the organisation told of her fear of being labeled a feminist if she conducted research on gender being allayed by the GRP. The programme made her realise that gender research simply made her product more complete and accurate and did not disable her from conducting research on economic issues. The Managing Director, Dr. Khalida Ghaus, too refers to the “acceptability” of gender research and gender in research having increased over the years as a result of the GRP. In fact, most researchers at SPDC told of the GRP playing a multipronged role enabling them to integrate gender in research, as it has taught them to conduct gender-sensitive research; acting as an impetus for the integration of gender for non-GRP studies as well; and as a habit forming instrument in terms of the incorporation of gender in research.

Meanwhile, those associated with SPDC since its inception are certain that gender was always important to the organisation. Mr. Javed Jabbar, the Vice Chairman of SPDC’s Board of Directors, said that the Board would encourage research on gender even if the GRP hadn’t been established at SPDC. He said that gender is a veritable part of SPDC’s research agenda and board members have “a clear, categorical commitment to gender ... regardless of their age, background and experiences”. According to him, they wish for gender to be an inherent part of SPDC. He said that one indication of this is that the Board took the initiative of inviting Dr. Khalida Ghaus to be the managing director of the organisation driven by the fact she had a strong grounding in women’s studies and because it wanted a social scientist to balance SPDC’s special focus on economics. He asserted that the Board wants the “centrality” of gender “regardless of GRP”.

Mr. Asif Iqbal, the Company Secretary, also said that SPDC's research staff incorporated gender even before the GRP was introduced by providing, for example, econometrics data separately for women and men. However, he agreed that gender is an evolving process and the GRP is a manifestation of this.

Dr. Khalida Ghaus, on the other hand, was of the view that there is much room for improvement relating to the place of gender at SPDC and tells of reservations certain researchers had about gender research at the start of the GRP. According to her, "a small level of sensitisation (with regard to gender) exists but the process is not complete. Researchers are very competent technically but not trained enough to look at issues through the gender lens. They have to look at multifaceted aspects of issues not just the economic aspect. This takes time. It is happening."

She hopes that with more gender training the level of acceptability of gender will increase along with the understanding of the importance of looking at gender differences. SPDC already sends staff members for gender-related training abroad and this interaction at the global level helps. However, she said that training does not mean there's acceptability and SPDC has to focus on including gender aspects in proposals and concept notes.

Dr. Ghaus said that if another gender programme after GRP is started at SPDC, acceptability will increase significantly, it will become an "accepted practice". But this, she asserted, is a long, tedious process.

Our assessment found that this process is in fact well underway as demonstrated by the provisions for gender in SPDC's strategies and plans; GRP and other gender-specific projects such as the Climate Change Project and, notably, the integration of gender in studies that are not gender-specific as discussed earlier; and the awareness of the importance of gendered interpretation in research among researchers. Nevertheless, with the GRP having ended last year, it is of the utmost importance that another gender programme is initiated at the organisation.

GENDER EQUITY AND WORK ENVIRONMENT AT SPDC

Since its inception, SPDC has had a formidable presence of female researchers and it currently has its first female managing director serving her second term. There has also been an induction of women in SPDC's previously male-dominated Board of Directors. The Board's Vice Chairman, Mr. Javed Jabbar, termed this a deliberate move and said there is "improved balance" in the Board now.

Despite the positive participation rates of women at SPDC, their share remains concentrated in the mid-level positions of the organisation. Two out of five members of SPDC's managing committee and two out of four unit heads are female, including the managing director herself. Strikingly many women in mid-level positions have remained there for years without getting promoted. According to Mr. Jabbar, "there's scope to increase the presence of women at the highest levels at SPDC, however, it does not come across enough female candidates with the right credentials." He added that gender is not a factor for the lack of promotions for women.

The managing director, Dr. Khalida Ghaus, asserted that the lack of promotions can be attributed to the lack of initiative and focus of those who have failed to move upwards in the organisation. Like Mr. Jabbar, she is certain that this is not due to gender bias. Mr. Asif Iqbal too said that gender is not a factor in seniority or the lack thereof. He said that "there has always been a gender balance at all levels depending on availability of female and male researchers". SPDC's research staff agrees — all respondents believe that fewer women in higher positions at SPDC as opposed to the mid level, where there are more women than men, does not represent a gender bias and is based on merit.

In fact the lack of women in higher positions is seen to be an availability rather than a gender issue. A typical response from SPDC's management and staff with regard to this matter was that the lack of availability of female researchers made it difficult to recruit women especially in Karachi where the pool of researchers is already small compared to the country's capital – the hub of think tanks and non-governmental organisations. Nonetheless, SPDC's management and staff acknowledge the need to maintain gender balance at all levels in the organisation and hope to see more women in its higher positions.

Meanwhile, there are no formal mechanisms for the monitoring and evaluation of the participation of women and men in the organisation and gender equity in institutional policies and practices. Despite this, upon assessment, only one discriminatory practice has come to the fore: paternity leave has been abolished whereas maternity leave is still in place at the organisation.

Working conditions

There is across-the-board agreement among SPDC management and staff that the working conditions at SPDC are equally conducive to women and men and there is no gender discrimination; however, a few issues have been identified. All respondents are satisfied with the general atmosphere on gender in the environment of the organisation in the following ways:

- SPDC is an equal opportunity employer as stated in the 'Gender and Equal Opportunity Policy' in its Manual of Service Rules.
- According to the research staff, there are no differences in pay based on gender at SPDC. The organisation has given its pay scale in the Manual of Service Rules with minimum and maximum pay laid out clearly for each cadre and the management committee decides the salary of each individual based on their qualification, number of publications, work experience, etc.
- Women and men are given equal opportunities such as study abroad and participation in seminars, workshops and conferences.
- The organisation creates a safe and practical environment for women and men relating to working space and facilities, safety, working hours, transport arrangements, etc.
- The organisation has an anti-harassment policy including sexual harassment that extends to all its staff members including internees. The Manual of Service Rules, available at the SPDC library, clearly states SPDC's zero tolerance for such incidents and lays out the complaint mechanisms for when, and if, they occur.
- Childcare facilities are available at SPDC: The common room for women is converted into a daycare centre when needed by employees and SPDC employees bring their children along on a regular basis.

However, the following issues were identified:

- The need for separate toilets for women and men on all floors has been stressed.
- Researchers also lamented the fact that paternity leave at SPDC has been abolished.

RECOMMENDATIONS

- Even though most SPDC publications are peer reviewed, regular monitoring and evaluation relating to gender-sensitive research needs to be adopted at the Centre.
- Monitoring and evaluation should take place throughout the research cycle of each study to ensure that goals and objectives of the study, data collection and analysis reflect the needs of both women and men at every stage.
- Gender should be included in proposals and concept notes for every study where it is relevant. SPDC's research on poverty, inequality, governance, public finance, social sector policies and macroeconomic policy issues along with gender in the form of annual reviews,

database reports and research reports forms its core research. However, the organisation does not draw up proposals for this type of research in the conventional sense. According to Mr. Asif Iqbal regular meetings are held instead to work out the plans and concepts for non-GRP publications. Moreover, the records for these meetings are incomplete.

- External evaluators should be hired for five yearly gender sensitivity assessments for a higher level of objectivity and transparency.
- More individuals should undergo training with regard to the importance of gender-sensitive research by gender experts at workshops, seminars and conferences. Those with a strong grounding in gender should further help by building the capacity of other staff members in this regard.
- Formal guidelines on gender-sensitive research should be issued to SPDC staff. These can delineate the roles and responsibilities of researchers and make them account for their responsibility in taking the necessary initiatives to produce gender-sensitive research output.
- Formal mechanisms for monitoring and evaluation of gender equity in institutional policies and practices, recruitment and pay, sexual harassment should be established.
- SPDC must strive harder to hire more female researchers in the higher positions of the organisation and more male researchers in the mid-level positions for improved gender balance at all tiers.
- Paternity leave should be reinstated.

REFERENCES

Guidelines for Gender Sensitive Research. 2009. The International Centre for Integrated Mountain Development (ICIMOD).

How Does Gender Gain a Footing in Research? Guiding Routing Checklist. (2004). Government of Austria.

Monitoring Progress towards Gender Equality in the 6th Framework Programme. May 2009. Centre for Strategies and Evaluation Services (CSES), European Union.

Toolkit: Gender in EU-funded Research. (2009). European Commission.

APPENDIX

Name of Publication: Public Spending on Education and Health in Pakistan: A Dynamic Investigation through Gender Lens

Type: GRP Research Report No.1

Author: Muhammad Sabir

Year of Publication: 2010

Categorisation of Research Based on Gender Sensitivity: Gender specific

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		<p>Yes.</p> <p>The topic of the report — an investigation of public spending on education and health in Pakistan through the gender lens — is gender specific.</p>
2. Has gender literature been integrated in the study?	✓		<p>Yes.</p> <p>Gender literature for similar studies undertaken in various African countries, especially Ghana and Malawi, has been reviewed in the study. This serves to highlight the gender gap in the provision of education and health services in other developing countries. Studies on subsidies in public schools in Ghana; the incidence of public expenditure in Cote d'Ivoire; and gender/expenditure differences in health and education benefits for eight African countries have also been reviewed.</p> <p>Notably, studies undertaken in South Asia, including Pakistan, have been identified. Two out of three of these studies, however, are not gender specific as can be deduced from their descriptions. One assesses whether the distribution of Bangladesh government's subsidies in education and health are pro poor while the other explores inequalities in resource distribution and service provision in government health expenditure in Pakistan across regions and provinces. The third study, on the other hand, notes the gender disparity in access to public subsidies is higher at the tertiary level and lowest at the primary level of schools.</p>

Indicators	Yes	No	Comments
			<p>Additionally, an overview of policies and programmes that focus on reducing the gender gap in education and health has also been provided in the study. International conventions that have been mentioned include the Millennium Declaration, Convention on the Elimination of All Forms of Discrimination Against Women and Beijing Platform for Action. National policies such as the Medium Term Development Framework, Poverty Reduction Strategy Paper II, National Plan of Action for Women and the National Commission on the Status of Women have also been named.</p> <p>This bolsters the case for gender sensitivity in health and education spending as it serves as a reminder to policymakers to adhere to conventions the country is a signatory to.</p> <p>Moreover, there is a clear integration of gender literature as the methodology used, namely benefit incidence analysis, has been derived from earlier gender studies.</p> <p>On the whole, the review of literature concentrates on two types of studies: ones that provide assessments of public spending on health and education in the region i.e. South Asia, and those that explore this in a gender disaggregated context. Hence, the study has used gender literature and provided relevant contextualisation.</p>
3. Has gender theory been integrated in the study?		✓	<p>No.</p> <p>Gender theory has not been included in the study.</p>
4. Is the methodology used suitable for gender-specific analyses?	✓		<p>Yes.</p> <p>The methodology employed to assess gender differentials in public service provision for the study is based on a 'benefit incidence analysis'. This involves a three-step process: estimates are obtained of the unit cost of providing a particular service; unit costs are imputed to households; and aggregated estimates of benefit incidence are obtained in groups arranged by income and sex. Hence, the methodology is suitable for computing gender differentials.</p>

Indicators	Yes	No	Comments
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?	✓		<p>Yes.</p> <p>All tables contain gender disaggregated data paired with gender-sensitive analyses, evaluations and interpretation. This is further disaggregated by province and rural/urban categories.</p> <p>For example, gross enrolment rates at primary, secondary and tertiary levels by income quintiles and gender in Punjab are provided in one table. A bias in enrolment behaviour, with males being more likely to be enrolled in school, colleges and universities in both 1998-99 and 2004-05 across all income groups has been deduced using this data in the study.</p>
6. Were questionnaires and surveys “designed to unravel potentially relevant sex and/or gender differences” in SPDC-produced data?			<p>Not applicable.</p> <p>The study did not use SPDC-produced data. The Household Integrated Economic Survey (HIES) 2004-05 was chosen for analysis due to two reasons: (1) HIES 2004-05 was conducted with the Pakistan Living Standard Measurement (PSLM) Survey which provides comprehensive data on socio-economic variables based on a larger sample size that offers greater choices for an explanation based on more robust datasets, and (2) HIES 2004-05 was heavily cited in the poverty debate and used as a reference point.</p>
7. Has a gender-specific approach been adopted in recommendations?	✓		<p>Yes.</p> <p>Gender-sensitive budgeting and policy formulation has been recommended in the report to deal with the gender differentials in the access to education and health services.</p>
8. Proportions of women/ men on research team.			Male author.
*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed ‘not applicable’.			

Name of Publication: Trade Liberalisation and Gender Dynamics of Employment in Pakistan

Type: GRP Research Report No.2

Author: Iffat Ara

Year of Publication: 2010

Categorisation of Research Based on Gender Sensitivity: Gender specific

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		<p>Yes.</p> <p>Measures taken under the trade liberalisation policies in Pakistan (initiated in 1988) affected the dynamics of employment. The study looks at the change in the structure of the economy (i.e. the composition of GDP, exports and imports); the transformation in sex disaggregated employment trends and the nature and characteristics of job opportunities that emerged for women and men; and the extent to which trade liberalisation combined with socio-economic determinants affected the female labour force participation rate in Pakistan. It explores the nexus between trade liberalisation and female labour force participation in Pakistan thereby assessing how this policy change impacted women.</p>
2. Has gender literature been integrated in the study?	✓		<p>Yes.</p> <p>A comprehensive review of gender literature on the topic has been included in the study from both developing and developed countries. Findings from previous studies have been identified thereby providing contextualisation of the issue along with international and regional trends in terms of how trade liberalisation affects women's participation in the workforce. Part of the literature review is a study that estimates the impact of trade liberalisation and risk associated with participation in the global trading system on female labour force participation by considering a period, 1971 to 1995, and 120 nations (classified into five regions). Another study</p>

Indicators	Yes	No	Comments
			<p>in the review, analyses employment opportunities for women in five labour-rich developing countries as a result of trade liberalisation.</p> <p>Further, studies undertaken in Pakistan on the topic have also been reviewed. For example, one study assesses the role trade liberalisation has played in reducing overall gender inequality, specifically in the labour market, in Pakistan.</p> <p>Also 'family structure' was included as one of the determinants in the empirical model used by this study because it was identified by earlier studies (gender literature) as an important women-specific determinant. This illustrates that gender literature was taken into account during the development of the methodology.</p> <p>Hence, gender literature has been integrated in the study by reviewing and incorporating relevant information.</p>
3. Has gender theory been integrated in the study?		✓	<p>No.</p> <p>Gender theory has not been included in the study.</p>
4. Is the methodology used suitable for gender-specific analyses?	✓		<p>Yes.</p> <p>An empirical model was used in the study to determine the impact of trade liberalisation on female labour force participation. The dependent variable in the model is the female labour force participation rate. External determinants include the magnitude of trade openness. This variable tested the effects of trade liberalisation or openness of the economy on female labour force participation. The sign of this variable can be positive or negative. A positive sign implies that female labour force participation increases with the increase in openness and vice versa. Internal determinants include economic development. It is believed that levels of economic development influence women's participation in the labour force in developing countries. High level of modernity as a result of</p>

Indicators	Yes	No	Comments
			<p>economic development is associated with increased demand for labour and with social acceptance of women's employment and education. Thus, economic development evaluated in terms of economic growth positively affects the female participation in the labour force.</p> <p>Notably, the model has Pakistan-specific determinants. In Pakistan, women are largely engaged in commodity producing sectors (agriculture and manufacturing sectors); therefore, the GDP of commodity producing sectors has been taken instead of the overall GDP. Also family structure is considered an important indicator that determines female participation in economic activity. Given that women perform the role of primary caretakers of children around the world, it is likely that they prefer to stay home and remain out of the labour force, particularly when children are young. This indicator is captured by taking the ratio of the number of children in the age group zero-nine and the number of women in the age group 20-44.</p> <p>The above-mentioned determinants illustrate how the methodology for the study has been tailored to the characteristics of Pakistan's female labour force. Further, it ensures women-specific data can be derived and analysed.</p>
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?	✓		<p>Yes.</p> <p>Tables contain gender disaggregated data paired with gender-sensitive analyses, evaluations and interpretation. This is further disaggregated by province and rural/urban categories. For example, employment pattern by level of education is given in a table with figures for both females and males. Analysis of this data concluded that education attainment among employed women improved and the process of attaining education remained very slow during 1990-2008.</p> <p>Further, data about female labour force characteristics have been given throughout the</p>

Indicators	Yes	No	Comments
			<p>report providing a clear picture of what kind of work women in Pakistan do. For example, one table outlines the occupational categories of employed females by sector in 2007-08. The information in this table consists of occupational categories and the corresponding percentages of women involved.</p> <p>Another table provides the figures for the aforementioned category for both females and males; therefore, enabling a comparative analysis.</p> <p>The study notes that male employment is spread out in different occupational categories whereas that of females is largely confined to craft and related trade, workers, elementary (unskilled) occupations, and technicians and associate professionals. Unsurprisingly, professions associated with relatively high earnings are largely dominated by males.</p>
6. Were questionnaires and surveys “designed to unravel potentially relevant sex and/or gender differences” in SPDC-produced data?			<p>Not applicable.</p> <p>SPDC-produced data has not been used in the study. The analysis has been done using micro datasets of all available Labour Force Surveys conducted by the Federal Bureau of Statistics, Government of Pakistan.</p>
7. Has a gender-specific approach been adopted in recommendations?	✓		<p>Yes.</p> <p>Recommendations for integrating a gender perspective in future trade and employment policies in order to make them gender sensitive, and to increase female labour force participation and employment have been made in the study. These include policies for focusing on female labour-intensive sectors such as agriculture and textiles; promoting exports, especially cottage and small-scale industry led, as these have a high concentration of women; and providing women greater access to information and education.</p>
8. Proportions of women/ men on research team.			Female author.

*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed ‘not applicable’.

Name of Publication: Socio-Economic Characteristics of Female-Headed Households in Pakistan - Baseline Survey 2009-10

Type: GRP Research Report No.3

Research Team: Nadeem Ahmed, Rabia Sidat, Naveed Aamir and Naeema Kazmi

Year of Publication: 2010

Categorisation of Research Based on Gender Sensitivity: Gender specific

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		<p>Yes.</p> <p>This study looks into the socio-economic characteristics of female-headed households (FHHs) in Pakistan. These include average family size, dependency ratio, gender-wise enrolment rate, nature of occupation and residential status among others. Moreover, a comparison of indicators, such as education of family head, level of unemployment, total income and expenditure, nature of employment, standard of living, and decision-making authority and empowerment, between FHHs and male-headed households (MHHs) is also provided.</p> <p>Its range and comprehensiveness, in terms of the topic, makes it the first study of its kind in the country.</p>
2. Has gender literature been integrated in the study?	✓		<p>Yes.</p> <p>The literature identified in the study does well to contextualise the issues surrounding FHHs in developing countries including those in South Asia.</p> <p>The review looks into the types of female headship in the developing world. It notes the trends in the manner of FHHs and the nature of decision-making powers of female heads in the latter. The review also includes figures of the percentages of FHHs in third world countries. This helps in understanding global trends for FHHs.</p> <p>It also allows the research to zero in on FHHs in the Pakistani context after initially providing an introduction of FHHs in the developing world. The inclusion of South Asian examples, in the review,</p>

Indicators	Yes	No	Comments
			<p>helps in identifying similarities in FHHs trends in the countries of the region. For instance, the review notes how female heads are less educated than their male counterparts in Orissa (India) and Bangladesh. The SPDC survey revealed that this is true for Pakistan as well.</p> <p>On the whole, gender literature has been reviewed in the study.</p>
3. Has gender theory been integrated in the study?	✓		<p>Yes.</p> <p>The feminisation of poverty theory has been mentioned in the study — it claims that women belong to the poorest segment of society so households headed by women must inevitably be the ‘poorest of the poor’. However, the study found that there are no conclusive grounds to accept or reject the assertion that female headship and poverty are positively linked.</p>
4. Is the methodology used suitable for gender-specific analyses?	✓		<p>Yes.</p> <p>The study uses a mixed methods methodology that combines both quantitative and qualitative data to analyse the socio-economic characteristics of FHHs in Pakistan. Of the two broad categories of the mixed methods approach, the single approach design is used because it employs additional quantitative and/or qualitative strategies to enhance the quality of research. To ensure representativeness and diversity of FHHs in Pakistan, the sample includes respondents from all four provinces of Pakistan.</p> <p>A baseline survey was conducted to compare the socio-economic characteristics of female-headed households (FHHs) and MHHs. The survey was followed by analysing primary and secondary data using quantitative techniques to develop a socio-economic profile of FHHs in Pakistan. A comparative analysis of overall well-being of households headed by females to those headed by males was carried out to assess relative deprivation. This approach is gender sensitive as it highlights gender differentials in well-being and examines the level of female deprivation.</p>

Indicators	Yes	No	Comments
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?	✓		<p>Yes.</p> <p>Tables contain gender disaggregated data paired with gender-sensitive analyses, evaluations and interpretation. For example, one table gives the comparative employment situation of female and male heads. It uses these figures to explore the causes of unemployment for both sexes. Another table provides figures for everyday decision-making for both FHHs and MHHs. The study uses this data to analyse decision-making powers of women. Gender disaggregated data has also been provided for income, education, loan borrowing, property/asset ownership, etc.</p>
6. Were questionnaires and surveys “designed to unravel potentially relevant sex and/or gender differences” in SPDC-produced data?	✓		<p>Yes.</p> <p>A questionnaire was designed to collect data at the household level. The questionnaire covered both quantitative and qualitative household characteristics such as empowerment and decision-making, level of social service provision, total family income, household expenditure patterns, decisions on resource allocation and protection through social safety nets. By administering this questionnaire to both females and males, it was ensured that gender differences would come to the fore.</p>
7. Has a gender-specific approach been adopted in recommendations?	✓		<p>Yes.</p> <p>Women-specific recommendations have been made such as the need to bring equity within resource distribution and provide relief to poor women especially FHHs in rural areas through various government mechanisms. It has also been recommended that local government institutions have a greater role in reducing gender disparities and addressing issues of marginalisation and social exclusion.</p>
8. Proportions of women/ men on research team.			<p>The research team consisted of three females and one male.</p>

*if a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed ‘not applicable’.

Name of Publication: Gender Dimensions of Social Safety Nets: The Case of Zakat Recipients in Pakistan

Type: GRP Research Report No.4

Author: Haroon Jamal

Year of Publication: 2010

Categorisation of Research Based on Gender Sensitivity: Gender specific

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		<p>Yes.</p> <p>The study is gender specific — it examines the targeting efficiency (poor vs. non-poor), consumption priorities and the impact of transfers on the welfare of individuals within the households receiving Zakat, the oldest cash and in-kind transfer programme in Pakistan.</p>
2. Has gender literature been integrated in the study?	✓		<p>Yes.</p> <p>The study includes a review of gender literature. Notably, the review has been used to build a case for taking gender into account in the planning and distribution of social safety programmes and cash transfers, such as Zakat, by emphasising the following:</p> <p>Firstly, it underscores why income held in the hands of men and women within the same household might lead to differences in the welfare of individuals in the household.</p> <p>Secondary, it argues that women as caretakers ensure household members receive an adequate share of resources.</p> <p>Thirdly, it suggests that an increase in the share of household income earned or controlled by women leads to increased expenditure on children, food, clothing and commodities which ultimately leads to the improved capabilities of children.</p> <p>Moreover, studies from the developing world, especially South Asia, have been reviewed in order</p>

Indicators	Yes	No	Comments
			to strengthen the case for gender-sensitive social safety nets in Pakistan.
3. Has gender theory been integrated in the study?		✓	No. Gender theory has not been included in the study.
4. Is the methodology used suitable for gender-specific analyses?	✓		Yes. A survey was conducted, as part of the study, of randomly selected Zakat Guzara Allowance (regular financial cash assistance) recipients to examine the efficiency and efficacy of the institution of Zakat. The methodology ensured both women and men were administered (58 percent females and 42 percent males) a structured questionnaire to enable gender disaggregated research.
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?	✓		Yes. Tables contain gender disaggregated data along with gender-sensitive analyses, evaluations and interpretation. This is further disaggregated by province. For example, one table displays gender differences in terms of enrolment rates for children in recipients' (of Zakat) households. This data is used to assess whether households with female recipients have higher enrolment rates or those with male. Another table displays the average monthly consumption of nutritionally important food items. Per capita consumption of oil/ghee and milk are slightly higher in female recipient households. On the whole, data has been analysed to highlight gender differences in line with the objective of the study.
6. Were questionnaires and surveys “designed to unravel potentially relevant sex and/or gender differences” in SPDC-produced data?	✓		Yes. Structured questionnaires, for the survey, were administered to both women and men. The core modules covered in the survey include: demography, education, health, housing quality, housing services, income, and expenditure

Indicators	Yes	No	Comments
			<p>patterns, history of receipts and empowerment. By ensuring that this data was obtained for both sexes, gender differences were unravelled.</p> <p>Moreover, according to the study, a quantitative approach was used to explore the gender dimensions of targeting, impact, procedural problems, consumption behaviour, and need fulfillment, etc., in randomly selected Zakat recipients.</p>
7. Has a gender-specific approach been adopted in recommendations?	✓		<p>Yes.</p> <p>Even though the study conducted gender-disaggregated research, it notes “No statistically significant difference is evident in terms of targeting or selecting poor male and female beneficiaries. The differences in expenditure priorities and food consumption are also not pronounced between male and female recipients due to low level of benefits and irregular disbursements of Zakat benefits.”</p> <p>Nonetheless, it does recommend, albeit cautiously, that more poor females be allowed to be a part of the Zakat programme.</p>
8. Proportions of women/ men on research team.			Male author.
*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed ‘not applicable’.			

Name of Publication: **The Socio-Economic Cost of Violence against Women: A Case Study of Karachi**

Type: GRP Research Report No.5

Research Team: Khalida Ghaus, Iffat Ara, Rafea Anis, Aasiya Kazi, Naveed Aamir, Samar Zubairi, Naeema Kazmi and Zia-ul-Haque Khan

Year of Publication: 2012

Categorisation of Research Based on Gender Sensitivity: Gender specific

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		<p>Yes.</p> <p>This study looks at the economic cost of violence against women (VAW) — how it lowers productivity, increases police and health costs and impacts the economy in general. The study is the first of its kind in Pakistan.</p>
2. Has gender literature been integrated in the study?	✓		<p>Yes.</p> <p>A review of existing literature on the topic is undertaken in the study. It includes studies from both developed and developing countries. For example, the review describes how national level studies from Australia, England and Canada paved the way for further research on the topic.</p> <p>Moreover, the descriptions of Inter-American Development Bank (IDB) studies in six Latin American countries — Brazil, Colombia, El Salvador, Mexico, Peru and Venezuela have been included.</p> <p>Studies from South America also highlighted the need to study the economic costs of police and medical assistance related to violence against women. The fact that this has been done in the SPDC study points to an integration of existing gender literature on the topic.</p> <p>Also, the review of literature notes how conducting such studies is particularly difficult in the developing world due to the paucity of reliable data. SPDC had to conduct a survey to obtain data which illustrates that this is true in the case of Pakistan as well. It is</p>

Indicators	Yes	No	Comments
			<p>important to review literature in developing countries as commonalities can be identified and explored.</p> <p>Additionally, the study includes a section on women-specific legislation in Pakistan and around the world. It traces the history of United Nations conventions and legal instruments on women which propelled member states to make gender-sensitive laws. Laws in Pakistan with regard to women are also discussed. For example, the number of women-specific bills tabled in the National Assembly of Pakistan has been identified.</p>
3. Has gender theory been integrated in the study?	✓		<p>Yes.</p> <p>Gender theories relevant to the topic of the report have been listed and integrated in the study. For example, the Strain Theory focusses on violence caused by negative conditions. Other examples include the Social Learning Theory and Social-Cultural Theories of Violence. The former is based on the concept of ‘learned this behaviour’ and focusses on the ‘individual’. According to the theory, women (victim) suffer from ‘learned helplessness’—a behaviour that prevents them from resisting violence. Whereas the latter theories are based on the framework provided by the Culture of Violence Theory. They are drawn from the perpetual subordinate role women have in many societies; address both the individual and community levels; and are reflective of the attitude shared by different social groups at different levels of society.</p> <p>Both the aforementioned theories have been integrated in the study as the analysis of violence against women in Pakistan sheds light on how many women consider violence against women as ‘normal’ and the intergenerational transmission of such attitudes.</p>
4. Is the methodology used suitable for gender-specific analyses?	✓		<p>Yes.</p> <p>In order to collect information about costs of violence to individuals, a survey of 50 female victims of violence was undertaken.</p>

Indicators	Yes	No	Comments
			<p>This yielded data about the nature of violence and its consequences like police, medical and legal services and its effects on their jobs. The methodology is gender specific as it exclusively targets victims of violence.</p> <p>Notably, the study mentions that the survey was conducted in a gender-sensitive manner i.e. the protection of all respondents and researchers was taken into consideration; respondents were advised that their participation was voluntary and were assured of complete anonymity; and they did not have to answer any question they were uncomfortable with.</p>
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?	✓		<p>Yes.</p> <p>Data are not gender disaggregated as the study is about female victims of violence only. The data, analyses, evaluations and interpretations are, in fact, gender sensitive.</p> <p>These include an in-depth look into the types of violence including case studies of respondents; perceptions of respondents about violence; the legal and medical costs borne by them; and how their jobs were affected.</p> <p>Further, the marital status; occupation; education; economic status; and age of respondents have also been provided.</p>
6. Were questionnaires and surveys “designed to unravel potentially relevant sex and/or gender differences” in SPDC-produced data?	✓		<p>Yes.</p> <p>The questionnaire was designed to profile the socio-economic characteristics of female victims of violence and calculate the costs of services borne by them as a result of violence. The main instrument for the survey was an in-depth structured questionnaire consisting of both closed and open-ended questions. It helped gather information on various cost components related to medical, police and legal services.</p> <p>The open-ended questions helped in building a comprehensive understanding of what the causes and types of violence are. In order to test the validity</p>

Indicators	Yes	No	Comments
			of the questionnaire, a pilot survey was conducted prior to the actual survey. This helped in providing valuable feedback following which the questionnaire was further improved. The enumerators were also sensitised to possible obstacles/difficulties.
7. Has a gender-specific approach been adopted in recommendations?	✓		<p>Yes.</p> <p>Recommendations are aimed at (a) the prevention of violence and (b) making the environment in Pakistan conducive to facilitating victims of violence. They suggest an approach that not only encompasses criminalisation, and effective prosecution and punishment of perpetrators, but also the prevention of violence, empowerment, support and protection of survivors, and creation of mechanisms to ensure women's access to justice and effective implementation of legislation. They also stress the need for a judicial reform package aiming to sensitise the police and judiciary in matters relating to women's issues.</p>
8. Proportions of women/men on research team.			The research team consisted of seven females and one male.
*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed 'not applicable'.			

Name of Publication: Gender Dimensions of Development Induced Displacement and Resettlement: A Case of Lyari Expressway in Karachi

Type: GRP Research Report No.6

Research Team: Khalida Ghaus, Nadeem Ahmed, Rabia Sidat, Tabinda Areeb, Naeema Kazmi and Zia-ul-Haque Khan

Year of Publication: 2012

Categorisation of Research Based on Gender Sensitivity: Gender specific

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		Yes. The study analyses the impact of involuntary displacement, as a result of the construction of the Lyari Expressway in Karachi, on the well-being of the affected population, especially women. It assesses the gender differentiated impacts of involuntary displacement at the household level.
2. Has gender literature been integrated in the study?	✓		Yes. The study notes that there is a paucity of gender literature on the topic i.e. development-induced displacement and resettlement (DIDR). Further, it quotes other studies on how gender is largely ignored in DIDR.
3. Has gender theory been integrated in the study?		✓	No. Gender theory has not been included in the study.
4. Is the methodology used suitable for gender-specific analyses?	✓		Yes. The research uses a combination of methods in order to estimate the overall well-being of the affected male and female groups both at the household and individual level. The study is divided into four phases each with its specific methodological procedure. In phase one, unstructured interviews with government functionaries directly involved in the resettlement of affectees were carried out to understand the need for the Lyari project. This was followed by focus group discussions with affected communities and interviews with NGOs

Indicators	Yes	No	Comments
			<p>and CBOs involved in the campaign against the eviction of people. The purpose was to understand their views on the project and involuntary resettlement.</p> <p>In phase three, household surveys in the three relocation sites were carried out to assess the living conditions of affectees after displacement. In the final phase, the information collected through household surveys and stakeholders' interviews was synthesised and analysed to determine the extent of deprivation or improvement in the livelihood opportunities, living standards and well-being of the affectees. This methodology was gender sensitive as data was collected and analysed separately for women and men.</p>
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?	✓		<p>Yes.</p> <p>Data, analyses, evaluations and interpretation are gender disaggregated, and a comparative analysis of female-headed and male-headed households is also included.</p> <p>For example, one chart in the study shows a comparison of FHHs' well-being with that of MHHs'. It uses this data to assess the intergenerational impoverishment risk for FHHs and MHHs.</p> <p>Another example is a table that presents the enrolment ratios for male/female and boy/girl classifications.</p> <p>Yet another table summarises the impact on education for those children who were enrolled before displacement using the same classification.</p>
6. Were questionnaires and surveys "designed to unravel potentially relevant sex and/or gender difference" in SPDC-produced data?	✓		<p>Yes.</p> <p>The survey questionnaire included both household and individual profiles. Information about household size, education, employment, income, unemployment, loss of income due to displacement, household expenditure, debt and assets, structure of house and provision of basic services was collected by gender in the section on household profiles. In the</p>

Indicators	Yes	No	Comments
			section on individual profiles, the data collected included age, marital status, educational qualification, income, nature of activity, occupation, employment, level of socialisation, perceptions about community health, and empowerment and decision-making. The survey and questionnaire unravelled gender differences as data was collected and analysed separately for women and men.
7. Has a gender-specific approach been adopted in recommendations?	✓		Yes. Recommendations focus on a more gender-sensitive approach to planning in general and adopting measures tailored to women's needs in particular. These include special clauses in compensation policies for women; setting up mother and child health centres (MCHCs); promoting home-based industry for women close to relocation sites; and providing public transport to and from resettlement sites with a special focus on the needs of women.
8. Proportions of women/men on research team.			The research team consisted of four females and two males.

*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed 'not applicable'.

Name of Publication: Gender Dimensions of Rural Non-Farm Employment in Pakistan

Type: GRP Research Report No.7

Research Team: Haroon Jamal

Year of Publication: 2013

Categorisation of Research Based on Gender Sensitivity: Gender specific

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		Yes. This study is gender specific — it evaluates the gender differences in terms of patterns, determinants and extent of participation in the rural non-farm sector in the four provinces of Pakistan. It has also calculated women's empowerment in the surveyed areas. Moreover, this study is the first in Pakistan to look into the gender dimensions of the rural non-farm sector.
2. Has gender literature been integrated in the study?		✓	No. Gender literature has not been included in the study.
3. Has gender theory been integrated in the study?		✓	No. Gender theory has not been included in the study.
4. Is the methodology used suitable for gender-specific analyses?	✓		Yes. Structured questionnaires were administered separately to women and men, during the survey, to ensure that data would be suitable for gender-specific analyses.
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?	✓		Yes. Tables contain gender disaggregated data along with gender-sensitive analyses, evaluations and interpretation. This is further disaggregated by province. For example, tables provide the figures for non-farm employment trends separately for women and men. The analysis for this data explains why these trends are different for the two sexes.

Indicators	Yes	No	Comments
			<p>Other tables show the distribution of non-farm wage employment and self-employment across agro-climatic zones and gender, and major employers for non-farm work by gender.</p> <p>Notably, the study contains a table to solely assess women's empowerment in the surveyed areas. The categories included are economic, income, social, assets and empowerment related to health and education.</p>
6. Were questionnaires and surveys "designed to unravel potentially relevant sex and/or gender differences" in SPDC-produced data?	✓		<p>Yes.</p> <p>The questionnaire was designed to include women's empowerment variables. This was done to examine how the participation in non-farm activities of rural women has contributed to their individual empowerment in decision-making like household purchases, economic and social aspects, child education and health, etc. The women in the households were asked a set of 45 questions pertaining to five crucial areas (economic, income, assets, education and health, and social aspects).</p> <p>Moreover, both women and men were asked about demography, employment, education, housing quality, housing services, income, expenditure patterns, asset ownership, food consumption, women's empowerment, land ownership, land tenure status, crop output, livestock, mechanisation, time use patterns, etc.</p> <p>On the whole, not only did the survey consist of a women-specific section (women's empowerment variables) but similar questions were posed to both women and men (mentioned above) to unravel gender differences.</p>
7. Has a gender-specific approach been adopted in recommendations?	✓		<p>Yes.</p> <p>Gender-specific recommendations have been made in the study. These include improving roads and infrastructure to enable more women to commute to work and providing education and vocational training for women.</p>
8. Proportions of women/ men on research team.			Male author.

*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed 'not applicable'.

Name of Publication: The Socio-Economic Impact of Floods in District Thatta: A Gendered Analysis

Type: GRP Research Report No.8

Research Team: Khalida Ghaus, Muhammad Sabir, Tabinda Areeb and Omair Saeed

Year of Publication: 2013

Categorisation of Research Based on Gender Sensitivity: Gender specific

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		<p>Yes.</p> <p>This is a gender-specific study — it analyses the socio-economic bearings of the 2010 floods in the district of Thatta by gender. It looks into the nature and extent of the impact of floods on development indicators such as education, health and household structure; changes in the workload of both women and men; and post-flood stress symptoms experienced by the affectees. The study also brings forward the gender differentials in this regard.</p>
2. Has gender literature been integrated in the study?	✓		<p>Yes.</p> <p>Both national and international gender literature has been reviewed in the study. The review of international studies serves to stress that women are disproportionately affected by natural disasters such as floods the world over. The review includes descriptions of South Asian studies as well.</p> <p>It provides an overview of research on the same topic undertaken in countries that are similar to Pakistan in social, cultural, religious and economic contexts. For example, it emerged in the study that women's health and nutrition issues in Thatta are similar to those of women in Bangladesh, described in the review, such as the fact that their nutrition is poorer than that of men. Further, gender-related studies on the topic in Pakistan have also been included in the review as mentioned earlier. The report emphasises that the findings from Pakistani studies are in line with those in international gender literature. They too highlight that Pakistani women are particularly affected by natural disasters.</p>

Indicators	Yes	No	Comments
			On the whole, the review of gender literature provides the contextualisation of the issue i.e. the impact of natural disasters on women by providing an overview of available international and national studies on the topic.
3. Has gender theory been integrated in the study?		✓	No. Gender theory has not been included in the study.
4. Is the methodology used suitable for gender-specific analyses?	✓		Yes. The study uses both secondary sources and a survey to assess the impact of floods on the livelihoods, earning potential and overall well-being of women, men, girls and boys separately. Gender disaggregated data from the Pakistan Social and Living Standard Measurement (PSLM) Survey is used as a secondary source. Data from the pre- and post-flood period is compared, separately for women and men, and girls and boys, to measure the change in well-being. The survey consists of two separate questionnaires for women and men. On the whole, the methodology, by exclusively using gender disaggregated data, ensures a gender-specific analysis.
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?	✓		Yes. Tables contain gender disaggregated data along with gender-sensitive analyses, evaluations and interpretation. For example, one table shows the gender distribution of responses from the survey for not attending school for population aged five to nine years. This data was used to deduce that parents valued boys' education more than that of girls. Another example is of a table listing medical conditions reported at relocation sites soon after the floods by gender. This table was used to analyse the conditions especially affecting women. Moreover, gender-sensitive indicators such as pregnancy-related health issues have been included in this table.

Indicators	Yes	No	Comments
6. Were questionnaires and surveys “designed to unravel potentially relevant sex and/or gender differences” in SPDC-produced data?	✓		<p>Yes.</p> <p>In order to unravel gender differences, the questionnaires for the survey were designed separately for women and men to collect information related to various socio-economic indicators. Structured questions were used to collect individual and household information from both males and females separately in order to undertake a comparative analysis. These focussed on education, health, fertility, psychological stress, employment, sources of income, infrastructure damage caused by floods, capital losses, and challenges encountered at the relocation sites, etc.</p>
7. Has a gender-specific approach been adopted in recommendations?	✓		<p>Yes.</p> <p>A number of measures have been recommended especially for female victims of flood affected areas. These include an increase in public investment to help create women-friendly employment opportunities in the flood affected areas; reviving the earning potential of women in the rebuilding process to better incorporate their needs.</p>
8. Proportions of women/men on research team.			<p>The research team consisted of two females and three males.</p>
<p>*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed ‘not applicable’.</p>			

Name of Publication:	Satisfaction or Frustration: A Survey of Selected District Governments
Type:	Research Report No.74
Research Team:	Haroon Jamal, Muhammad Asif Iqbal, Amir Jahan Khan, Haider Hussain, Abdul Aleem Khan, Waqar Salim Baig and Imtiaz Bhatti
Year of Publication:	2008
Categorisation of Research Based on Gender Sensitivity:	Gender is relevant to the topic and mentioned, but not addressed.

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		<p>Yes.</p> <p>SPDC's research team visited selected districts of Pakistan to gather views of officials and representatives of district governments on the present system of local governance. This was with regard to satisfaction with the system; nature of coordination and working relationship among different tiers of the government; problems in financing, issues in development planning; and the status of community empowerment institutions. The report presents the findings from interviews with nazims and official of district governments.</p> <p>Gender is relevant to the topic, but a gender disaggregated report is not part of the objectives of the study. Nonetheless, the report could have aimed to solicit elected women representatives' views on local government and their level of satisfaction with the system and the issues/problems specifically faced by women.</p> <p>Meanwhile, the only mention of females in the report is as follows: "The Devolution Plan 2000 provides an opportunity to elect or select minorities, females, peasants and labourers in councils at different levels on direct or reserved seats". This has not been elaborated upon.</p>
2. Has gender literature been integrated in the study?			Not applicable.
3. Has gender theory been integrated in the study?			Not applicable.

Indicators	Yes	No	Comments
4. Is the methodology used suitable for gender-specific analyses?			Not applicable.
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?			Not applicable.
6. Were questionnaires and surveys “designed to unravel potentially relevant sex and/or gender differences” in SPDC-produced data?			Not applicable.
7. Has a gender-specific approach been adopted in recommendations?			Not applicable.
8. Proportions of women/men on research team			The research team consisted of seven males.
*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed ‘not applicable’.			

Name of Publication: Pay Offs to Schooling and Returns to Credentials

Type: Research Report No.75

Author: Amir Jahan Khan

Year of Publication: 2008

Categorisation of Research Based on Gender Sensitivity: Gender integrated

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		Yes. This paper used the Pakistan Social and Living Standard Measurement Survey (PSLM) 2004-2005 to examine labour market earnings. Gender is relevant to the topic, and the abstract clearly mentions that gender differences, with regard to the topic of the study, will be investigated.
2. Has gender literature been integrated in the study?		✓	No. Gender literature has not been included in the study.
3. Has gender theory been integrated in the study?		✓	No. Gender theory has not been included in the study.
4. Is the methodology used suitable for gender-specific analyses?	✓		Yes. According to the report, the sample size for the study is substantially larger than samples used in previous studies to allow for gender and location disaggregated data. Furthermore, the Mincer Model has been adapted by including “vector of credential dummies and a set of indicator variables”. Most studies in Pakistan used the core specification of this model for similar studies with the addition of demographic, location and other controls to estimate returns to schooling. Notably, gender is one of the dummy variables in this report.
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?	✓		Yes.

Indicators	Yes	No	Comments
			All tables provide gender disaggregated data. This is paired with analyses, evaluation and interpretation that are gender sensitive. For example, the correlation between credentials and wage earnings has been given separately for females and males; the gender wage gap has been focused on; and returns to human capital too are gender disaggregated.
6. Were questionnaires and surveys “designed to unravel potentially relevant sex and/or gender differences” in SPDC-produced data?			Not Applicable. An SPDC survey was not conducted for this study. Data from the the Pakistan Social and Living Standard Measurement Survey (PSLM) 2004-2005 were used instead.
7. Has a gender-specific approach been adopted in recommendations?			No recommendations have been given in this study.
8. Proportions of women/ men on research team.			Male author.
*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed ‘not applicable’.			

Name of Publication: State of the Economy: Fiscal Policy Choices in Budget 2008-09 (Pre-Budget Report)

Type: Research Report No.76

Research Team: The SPDC research team

Year of Publication: 2008

Categorisation of Research Based on Gender Sensitivity: Gender is relevant to the topic and mentioned, but not addressed.

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		<p>Yes.</p> <p>The pre-budget report presents recommendations for budget preparation. It discusses the macroeconomic trends from the year 2000 to 2007 and policy choices with regard to oil pricing. The report also presents the macroeconomic scenario for 2008-09 with the contours of the tax policy for improved resource mobilisation and redistribution along with social protection in Pakistan.</p> <p>Gender is relevant to the topic but a gender disaggregated report is not part of the objectives of the report. Women have been mentioned twice in the report — in descriptions of the National Employment Guarantee Scheme for Poor (NEGS) and the Graduate Employment Scheme/Literacy and Health Corp Scheme. However, a gender-sensitive approach to budget preparation in Pakistan has not been discussed.</p>
2. Has gender literature been integrated in the study?			Not applicable.
3. Has gender theory been integrated in the study?			Not applicable.
4. Is the methodology used suitable for gender-specific analyses?			Not applicable.

Indicators	Yes	No	Comments
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?			Not applicable.
6. Were questionnaires and surveys “designed to unravel potentially relevant sex and/or gender differences” in SPDC-produced data?			Not applicable.
7. Has a gender-specific approach been adopted in recommendations?			Not applicable.
8. Proportions of women/men on research team.			
*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed ‘not applicable’.			

Name of Publication: Exploring the Impact of Microfinance in Pakistan

Type: Research Report No.77

Author: Haroon Jamal

Year of Publication: 2008

Categorisation of Research Based on Gender Sensitivity: Gender integrated

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		Yes. This study evaluates the impact of microfinance programmes on income, expenditure, children's education and women's empowerment in Pakistan. Gender is relevant to the topic, and the study clearly mentions that women's empowerment, with regard to the topic of the study, will be analysed.
2. Has gender literature been integrated in the study?		✓	No. Gender literature on not included in the study.
3. Has gender theory been integrated in the study?		✓	No. Gender theory is not included in the study.
4. Is the methodology used suitable for gender-specific analyses?	✓		Yes. The methodology is suitable for gender-specific analyses due to a number of reasons. Firstly, separate questionnaires were developed for women and men. Secondly, three dummy variables were used in the methodology including differences in the gender of the head of household (female-headed household). Thirdly, one of the microfinance institutions selected for the study caters exclusively to females namely the Kashf Foundation.
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?	✓		Yes. Tables contain gender disaggregated data paired with gender-sensitive analyses, evaluations and interpretation. For example, a table on the

Indicators	Yes	No	Comments
			magnitude and significance of the estimated impact coefficient of microfinance has a separate section for women. This is used to analyse the impact of microfinance interventions on different aspects of women's empowerment.
6. Were questionnaires and surveys "designed to unravel potentially relevant sex/or gender differences" in SPDC-produced data?	✓		Yes. A list of specific questions for determining women's perceptions on empowerment for each decision-making category was included in the questionnaire. The perceptions of female borrowers and female non-borrowers regarding the role of women in household economic decision-making, purchasing power, financial independence, control on income and savings, and control on loans were also recorded.
7. Has a gender-specific approach been adopted in recommendations?			No recommendations have been provided in the study.
8. Proportions of women/men on research team.			Male author.
*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed 'not applicable'.			

Name of Publication: Understanding Rural Poverty Dynamics: The Case of the Poorest District of Sindh Pakistan

Type: Research Report No.78

Author: Haroon Jamal

Year of Publication: 2008

Categorisation of Research Based on Gender Sensitivity: Gender integrated

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		Yes. This research focuses on changes in the poverty status of rural households in order to explore the main determinants of upward and downward income and poverty mobility. Gender is relevant to the research topic; however, it is not within the scope of the study to produce gender disaggregated data, analyses and evaluation. The only mention of females in the abstract (which details the objectives of the study) was of female education as one of the “major drivers for escaping poverty”, and this has, in fact, been discussed in the report along with the corresponding disaggregated data.
2. Has gender literature been integrated in the study?			Not applicable.
3. Has gender theory been integrated in the study?			Not applicable.
4. Is the methodology used suitable for gender-specific analyses?			Not applicable.
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?	✓		Yes. Even though the abstract (objectives of the study) does not promise a gender disaggregated report, it mentions that female education is one of the “major drivers for escaping poverty”. In this regard, the report does offer sex disaggregated data and discusses the gap between female and male literacy in the area. However, the report is lacking in a detailed analysis of women-specific aspects of

Indicators	Yes	No	Comments
			<p>the topic despite the fact that they have been mentioned in a number of places. For example, the report says that women especially suffer in terms of maternal health and malnutrition but does not provide gender disaggregated data for these issues. Admittedly, this is not within the scope of the study but such inclusions would have lead to a far more gender-sensitive report.</p>
<p>6. Were questionnaires and surveys “designed to unravel potentially relevant sex and/or gender differences” in SPDC-produced data?</p>			<p>Unclear.</p> <p>In this regard, the report has several ambiguities. Firstly, it specifies that “a specific male and female questionnaire was administered to each household” but it remains unclear what this accomplished or what it was meant to accomplish. Secondly, the report says that 10 major modules were identified for survey interviews, and out of these only one, labour use of farm household by gender and age, was gender disaggregated. It remains unclear, however, why the others were not disaggregated.</p> <p>As mentioned earlier, it should be noted that gender disaggregation was not promised in the abstract (objectives of the study) but the fact that the report implicitly acknowledges the need for disaggregated analysis (see above-mentioned examples) and then mentions women’s issues only fleetingly illustrates the lack of clarity with which gender has been dealt with in this report, Clearly, separate questionnaires were designed for females and males but the report has not consistently discussed female and male issues separately or provided disaggregated data.</p>
<p>7. Has a gender-specific approach been adopted in recommendations?</p>		✓	<p>No.</p> <p>As mentioned earlier, a gender disaggregated report was not promised in the abstract (objectives of the study), but gender-specific recommendations with regard to female education could have been made as it was part of the abstract.</p>
<p>8. Proportions of women/ men on research team.</p>			<p>Male author.</p>

*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed ‘not applicable’.

Name of Publication: Estimation of Multidimensional Poverty in Pakistan

Type: Research Report No.79

Author: Haroon Jamal

Year of Publication: 2009

Categorisation of Research Based on Gender Sensitivity: Gender integrated

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		Yes. This study is the first attempt to quantify the extent of multidimensional poverty in the context of Pakistan. It involves developing multidimensional poverty indices (headcount, poverty gap and poverty severity) and comparing them with the traditional income approach. Gender is relevant to the topic, but a gender disaggregated report is not part of the objectives.
2. Has gender literature been integrated in the study?			Not applicable.
3. Has gender theory been integrated in the study?			Not applicable.
4. Is the methodology used suitable for gender-specific analyses?			Not applicable.
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?			Not applicable.
6. Were questionnaires and surveys “designed to unravel potentially relevant sex and/or gender differences” in SPDC-produced data?			Not applicable.

Indicators	Yes	No	Comments
7. Has a gender-specific approach been adopted in recommendations?			Not applicable.
8. Proportions of women/men on research team.			Male author.
*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed 'not applicable'.			

Name of Publication: Assessing Vulnerability to Poverty: Evidence from Pakistan

Type: Research Report No.80

Author: Haroon Jamal

Year of Publication: 2009

Categorisation of Research Based on Gender Sensitivity: Gender blind

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		Yes. The paper assesses the extent of household vulnerability to poverty in Pakistan by using cross-sectional household surveys. Gender is relevant to the topic, but a gender disaggregated report is not part of the objectives.
2. Has gender literature been integrated in the study?			Not applicable.
3. Has gender theory been integrated in the study?			Not applicable.
4. Is the methodology used suitable for gender-specific analyses?			Not applicable.
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?			Not applicable.
6. Were questionnaires and surveys “designed to unravel potentially relevant sex and/or gender differences” in SPDC-produced data?			Not applicable.

Indicators	Yes	No	Comments
7. Has a gender-specific approach been adopted in recommendations?			Not applicable.
8. Proportions of women/men on research team.			Male author.
*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed 'not applicable'.			

Name of Publication: A Profile of Social Protection in Pakistan: An Appraisal of Empirical Literature

Type: Research Report No.81

Author: Haroon Jamal

Year of Publication: 2010

Categorisation of Research Based on Gender Sensitivity: Gender is relevant to the topic and mentioned, but not addressed.

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		<p>Yes.</p> <p>Gender is relevant to the topic, but a gender disaggregated report is not part of the objectives. The report defines social protection; gives an inventory of existing instruments of social protection; identifies gaps and flaws in the existing programmes and proposes recommendations for future strategies.</p> <p>The report does mention that the requirement to possess a national identity card and bank account “may still be barriers that deter some people, probably more often women, from applying for assistance (from social protection programmes)”. It would have been desirable to have the authors elaborate on why women are especially affected in this regard.</p>
2. Has gender literature been integrated in the study?			Not applicable.
3. Has gender theory been integrated in the study?			Not applicable.
4. Is the methodology used suitable for gender-specific analyses?			Not applicable.
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?			Not applicable.

Indicators	Yes	No	Comments
6. Were questionnaires and surveys “designed to unravel potentially relevant sex and/or gender differences” in SPDC-produced data?			Not applicable.
7. Has a gender-specific approach been adopted in recommendations?			Not applicable.
8. Proportions of women/men on research team.			Male author.
*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed ‘not applicable’.			

Name of Publication: Districts' Indices of Multiple Deprivations for Pakistan, 2011

Type: Research Report No.82

Author: Haroon Jamal

Year of Publication: 2012

Categorisation of Research Based on Gender Sensitivity: Gender integrated

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		Yes. This study analyses disparities among provinces and districts for the years 2005, 2009 and 2011 with respect to household socio-economic deprivations including education, health, housing quality, housing services and household wealth. Gender is relevant to the topic, and the study is gender sensitive in part even though a gender disaggregated report is not part of its objectives.
2. Has gender literature been integrated in the study?			Not applicable.
3. Has gender theory been integrated in the study?			Not applicable.
4. Is the methodology used suitable for gender-specific analyses?			The deprivation in education is given in a gender disaggregated manner. Whether this was not done for the other four indicators because it is not part of the aims of the study or due to a lack of disaggregated data is not mentioned in the study.
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?	✓		Yes. Gender disaggregated deprivation has been given for education by taking into account measures such as illiteracy rate and the rate of out-of-school children separately for females and males. Maternal health, pre- and post-natal care, has also been taken into account while calculating health deprivation.

Indicators	Yes	No	Comments
6. Were questionnaires and surveys “designed to unravel potentially relevant sex and/or gender differences” in SPDC-produced data?			Not applicable.
7. Has a gender-specific approach been adopted in recommendations?			No recommendations have been provided in the report.
8. Proportions of women/men on research team.			Male author.
*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed ‘not applicable’.			

Name of Publication: An Exploratory Analysis of Inter-Temporal Multidimensional Poverty

Type: Research Report No.83

Author: Haroon Jamal

Year of Publication: 2012

Categorisation of Research Based on Gender Sensitivity: Gender blind

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		Yes. This research quantifies the level of multidimensional poverty in Pakistan using the latest available household data of the Pakistan Social and Living Standard Measurement (PSLM) Survey. Gender is relevant to the topic, but a gender disaggregated report is not part of the objectives. However, it is surprising that there is not a single mention of gender in the report since poverty has a major impact on Pakistani women.
2. Has gender literature been integrated in the study?			Not applicable.
3. Has gender theory been integrated in the study?			Not applicable.
4. Is the methodology used suitable for gender-specific analyses?			Not applicable.
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?			Not applicable.
6. Were questionnaires and surveys “designed to unravel potentially relevant sex and/or gender differences” in SPDC-produced data?			Not applicable.

Indicators	Yes	No	Comments
7. Has a gender-specific approach been adopted in recommendations?			Not applicable.
8. Proportions of women/men on research team.			Male author.
*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed 'not applicable'.			

Name of Publication: Pakistan Poverty Statistics: Estimates for 2011

Type: Research Report No.84

Author: Haroon Jamal

Year of Publication: 2012

Categorisation of Research Based on Gender Sensitivity: Gender blind

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		Yes. This research paper provides poverty statistics estimated from the latest available household survey data. Gender is relevant to the topic, but a gender disaggregated report is not part of the objectives. However, it is surprising that there is not a single mention of gender in the report since poverty has a major impact on Pakistani women.
2. Has gender literature been integrated in the study?			Not applicable.
3. Has gender theory been integrated in the study?			Not applicable.
4. Is the methodology used suitable for gender-specific analyses?			Not applicable.
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?			Not applicable.
6. Were questionnaires and surveys “designed to unravel potentially relevant sex and/or gender differences” in SPDC-produced data?			Not applicable.

Indicators	Yes	No	Comments
7. Has a gender-specific approach been adopted in recommendations?			Not applicable.
8. Proportions of women/men on research team.			Male author.
*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed 'not applicable'.			

Name of Publication: Predicting Sub-National Poverty Incidence for Pakistan

Type: Research Report No.85

Author: Haroon Jamal

Year of Publication: 2012

Categorisation of Research Based on Gender Sensitivity: Gender blind

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		<p>Yes.</p> <p>This research note provides sub-national estimates of monetary poverty with the help of information available in two household surveys conducted during 2010-11. Data of the Pakistan Social and Living Standard Measurement Survey (PSLM) and Household Integrated Economic Survey (HIES) are combined to produce aggregate poverty measures using the small area estimation technique.</p> <p>Gender is relevant to the topic, but a gender disaggregated report is not part of the objectives. However, it is surprising that there is not a single mention of gender in the report since poverty has a major impact on Pakistani women.</p>
2. Has gender literature been integrated in the study?			Not applicable.
3. Has gender theory been integrated in the study?			Not applicable.
4. Is the methodology used suitable for gender-specific analyses?			Not applicable.
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?			Not applicable.

Indicators	Yes	No	Comments
6. Were questionnaires and surveys “designed to unravel potentially relevant sex and/or gender differences” in SPDC-produced data?			Not applicable.
7. Has a gender-specific approach been adopted in recommendations?			Not applicable.
8. Proportions of women/men on research team.			Male author.

*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed ‘not applicable’.

Name of Publication: State of the Economy: Imperatives for Fiscal Policy in the Federal Budget of 2013-14

Type: Research Report No.86

Author: Hafiz A. Pasha

Year of Publication: 2013

Categorisation of Research Based on Gender Sensitivity: Gender blind

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		Yes. The objective of the study is to highlight the imperatives for fiscal policy in the Budget for 2013-14. It includes a summary of trends in federal finance, different parts of the budget, namely tax revenues, non-tax revenues, net revenue receipts, current expenditure, development expenditure, financing of the fiscal deficit and prospects for 2013-14. Recommendations for the 2013-14 Budget are also given. Gender is relevant to the topic, but a gender disaggregated report is not part of the objectives.
2. Has gender literature been integrated in the study?			Not applicable.
3. Has gender theory been integrated in the study?			Not applicable.
4. Is the methodology used suitable for gender-specific analyses?			Not applicable.
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?			Not applicable.

Indicators	Yes	No	Comments
6. Were questionnaires and surveys “designed to unravel potentially relevant sex and/or gender differences” in SPDC-produced data?			Not applicable.
7. Has a gender-specific approach been adopted in recommendations?			Not applicable.
8. Proportions of women/men on research team.			Male author.
*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed ‘not applicable’.			

Name of Publication: Gender Disaggregated Indicators of the Labour Market in Pakistan

Type: Database Report No.05

Author: Iffat Ara

Year of Publication: 2013

Categorisation of Research Based on Gender Sensitivity: Gender specific

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		Yes. The study is gender specific — it provides time series of labour market indicators by gender. Notably, the Pakistan Bureau of Statistics (PBS) conducts Labour Force Surveys on a regular basis, but does not provide time series of labour market indicators. SPDC constructed a time series of major indicators of the labour market by gender to fill this gap.
2. Has gender literature been integrated in the study?		✓	No. Gender literature has not been included in the study.
3. Has gender theory been integrated in the study?		✓	No. Gender theory is not included in the study.
4. Is the methodology used suitable for gender-specific analyses?	✓		Yes. Since the study uses gender disaggregated indicators of the labour market by province and by area (rural/urban), compiled from micro data sets of Labour Force Surveys (LFSs) provided by the PBS, the methodology is suitable for gender-specific analyses as figures for women and men are given separately.
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?	✓		Yes. Gender disaggregated data have been given for the following labour market indicators: labour force participation rate; employment-to-population ratio; status in employment; employment by major

Indicators	Yes	No	Comments
			<p>industry divisions; employment by major occupation groups; employment by major sectors; employment by level of education; and unemployment rate. This is further disaggregated by province and urban/rural categories.</p> <p>This data has been used for gender-sensitive analyses. For example, possible reasons for the greater proportion of both employed males and females in rural areas compared to those in urban areas have been explored using this data. Another example is studying employment trends for females and males by using data for 'employment by major industry divisions'.</p>
6. Were questionnaires and surveys “designed to unravel potentially relevant sex and/or gender differences” in SPDC-produced data?			<p>Not applicable.</p> <p>No SPDC survey was undertaken as part of this study.</p>
7. Has a gender-specific approach been adopted in recommendations?			<p>No recommendations have been provided in the study</p>
8. Proportions of women/men on			<p>Female author.</p>
<p>*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed 'not applicable'.</p>			

Name of Publication: Social Development in Pakistan: Annual Review 2006-07
Devolution and Human Development in Pakistan

Type: Annual Review No.08

Author: The SPDC research team

Year of Publication: 2008

Categorisation of Research Based on Gender Sensitivity: Gender integrated

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		<p>Yes.</p> <p>The Devolution Plan 2000 represents a major step forward in the decentralisation of the provision of basic services down to the local level in Pakistan. The objective of this report is to identify and evaluate the outcomes emerging from the decentralisation process, especially in terms of efficiency and equity in the delivery of services and in empowering people.</p> <p>Notably, the study is gender sensitive in part as it looks into the impact of decentralisation on gender equality. Devolution in Pakistan has been accompanied by the unprecedented decision of substantially raising the number of seats reserved for women in local assemblies. The study assesses whether this has led to an increased focus on gender issues and higher priority for services like girls' schools, and water supply and sanitation, which differently benefit women.</p>
2. Has gender literature been integrated in the study?	✓		<p>Yes.</p> <p>Gender literature on the topic from Pakistan has been reviewed in the study. This includes a study describing the socio-cultural factors for gender inequality in the country and findings from a survey conducted by a Pakistani NGO in 18 districts to highlight female local government members' views on their experiences.</p>
3. Has gender theory been integrated in the study?			Not applicable.

Indicators	Yes	No	Comments
4. Is the methodology used suitable for gender-specific analyses?			Not applicable.
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?	✓		Yes. Certain sections of the study contain gender disaggregated data paired with gender-sensitive analyses, evaluations and interpretation. For example, one table gives the gender parity index at different levels of education in different provinces while another highlights the trends in gender-related indicators of health.
6. Were questionnaires and surveys “designed to unravel potentially relevant sex and/or gender differences” in SPDC-produced data?			Not applicable.
7. Has a gender-specific approach been adopted in recommendations?		✓	No. Gender-specific recommendations have not been included.
8. Proportions of women/men on research team.			The research team consisted of 10 females and 10 males.
*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed ‘not applicable’.			

Name of Publication: Social Development in Pakistan: Annual Review 2007-2008
Women at Work

Type: Annual Review No.9

Author: The SPDC research team

Year of Publication: 2009

Categorisation of Research Based on Gender Sensitivity: Gender specific

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		<p>Yes.</p> <p>The research topic of the study is gender specific — it provides insight into female employment in Pakistan by covering its various aspects.</p> <p>These include the trends of female labour force participation and employment during the last four decades and an examination of whether or not women have gradually been integrated into the labour market; female entrepreneurship; access to micro credit for women; gender discrimination; sexual harassment at the workplace; and the gender aspects of labour laws in Pakistan.</p>
2. Has gender literature been integrated in the study?	✓		<p>Yes.</p> <p>A comprehensive review of literature covering the aforementioned aspects of women's employment has been included in the study.</p> <p>Studies from both developing and developed countries have been included and cover the following issues: how family responsibilities impact women's career growth; barriers women face while obtaining capital; microcredit and microfinance for women; and differences between the experiences of male and female entrepreneurs.</p> <p>Notably, the review of gender literature focuses on gender discrimination in employment and the gender wage gap in both Pakistan and the rest of the world.</p>

Indicators	Yes	No	Comments
			<p>International studies look into the occupational distribution of men and women in the United States, Europe, Eastern Europe, Philippines and Vietnam. The review also looks at various studies that have estimated the gender wage gap in Pakistan. Additionally, an overview of international conventions and resolutions on sexual harassment at the workplace has also been provided in the study. International conventions named are Convention on the Elimination of All Forms of Discrimination Against Women; United Nations General Assembly Resolutions 48/121(1994), 50/201 (1996), 51/118 (1997), 52/148 (1998), 53/166(1999) and 61/143 (2000); Vienna Declaration and Programme of Action; Nairobi Conference; Beijing Declaration; Jakarta Declaration; and the Nairobi Forward-Looking Strategies.</p> <p>Further, initiatives taken by different countries, such as India, Bangladesh, Sri Lanka, Indonesia and Turkey, to prevent sexual harassment have also been highlighted.</p> <p>As mentioned earlier, the review of literature is comprehensive and covers various issues with regard to women's employment.</p>
3. Has gender theory been integrated in the study?	✓		<p>Yes.</p> <p>Two theories have been used in the study to explain gender discrimination in employment. The Devaluation Hypothesis propagated by feminists argues that occupations with more female workers, on average, command lower wages than comparable occupations with more male participation. While the Human Capital Theory of Wage Determination suggests that wages are tied to productivity in a non-discriminatory environment. Gender discrimination occurs when equally productive male and female workers are paid differently.</p>

Indicators	Yes	No	Comments
4. Is the methodology used suitable for gender-specific analyses?	✓		<p>Yes.</p> <p>In order to quantify the magnitude of wage discrimination, the study estimated the gender wage gap. The standard Oxaca-Blinder decomposition technique was used to compute the hourly wages of a hypothetical woman without discrimination. After computing these wages, differences were computed and compared to isolate the impact of personal characteristics and discrimination in wages. These include the estimated hourly wages for a 'typical' man, a 'typical' woman and a 'hypothetical woman treated as a man (a woman without discrimination) in the labour market. The difference between (b) and (a) shows the actual gender difference in estimated wages. The discrepancy between (c) and (a) shows the difference in the wages due solely to the difference in personal characteristics, i.e. "free of discrimination".</p> <p>Clearly, the methodology used derived gender-specific data and helped calculate gender differentials with regard to wages, and is, therefore, suitable for gender-sensitive analyses.</p>
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?	✓		<p>Yes.</p> <p>All data, analyses, evaluations and interpretation are either gender specific or gender disaggregated.</p> <p>One table provides figures for Pakistan's female labour force participation rate in comparison with selected 16 other developing countries. The data helps in assessing the negative impact of the exclusion of educated females from economic activities. In spite of a marginal improvement, Pakistan lags far behind and continues to take the bottom position in this regard. This is an example of gender-specific analyses i.e. women in Pakistan compared to women in other countries.</p> <p>Whereas an example of gender disaggregated data is a table that provides data about the growth rate in employment for both females and males from 1971-2008.</p>

Indicators	Yes	No	Comments
			Important gender differences have been deduced using this data. There is a lack of variability in the growth rate of male employment while the growth rate in female employment experienced large fluctuations.
6. Were questionnaires and surveys “designed to unravel potentially relevant sex and/or gender differences” in SPDC-produced data?	✓		<p>Yes.</p> <p>SPDC surveys in the study unravelled gender-specific findings relevant to the research topic of the study. According to the study, an SPDC survey revealed, from a sample of 310 female workers, the number of women who confronted different forms of verbal violence such as threats, physical abuse, exposure to dangerous materials, and were forced to lift heavy objects at work. The findings also revealed the number of women who encountered harassment or knew of cases where either their friend or colleague experienced sexual harassment.</p> <p>The findings of another SPDC survey, in the study, describe the characteristics of enterprises with female employers/owners, various challenges and barriers that women face in setting up and managing their enterprises, and the impact of obtaining loans on women borrowers. This was undertaken in five cities of Pakistan.</p>
7. Has a gender-specific approach been adopted in recommendations?	✓		<p>Yes.</p> <p>Gender-specific measures have been recommended in the study, in line with the research topic, including an increase in female education; a higher tax exemption; compulsory coverage of EOBI and other benefits and safety nets for women working in the informal sector; and an equal-pay policy to tackle direct and indirect gender wage discrimination.</p>
8. Proportions of women/men on research team.			The research team consisted of 10 females and six males.
*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed ‘not applicable’.			

Name of Publication: Social Development in Pakistan: Annual Review 2009-10
Social Impact of the Security Crisis

Type: Annual Review No.10

Author: The SPDC research team

Year of Publication: 2010

Categorisation of Research Based on Gender Sensitivity: Gender integrated

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		Yes. This annual review looks into the social impact of the security crisis in Pakistan. It deals with the various facets of terrorism-related issues confronted by the government and society, and their consequences for socio-economic development. Gender is a crucial issue in social development in the country. Education and health, for example, are social development issues that disproportionately affect women. But this report is macro-level research — it looks into the security situation and its impact on social development as a whole and does not zero in on gender issues. While gender is relevant to the topic, it is not within the scope of the study.
2. Has gender literature been integrated in the study?			Not applicable.
3. Has gender theory been integrated in the study?			Not applicable.
4. Is the methodology used suitable for gender-specific analyses?			Not applicable.
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?	✓		Yes. Notably, gender disaggregated data have been provided in certain sections of the report while discussing education and health issues. For example, one table provides the trends in the Gender Parity Index (GPI) (proportion of enrolment of girls at different levels of education in comparison with boys).

Indicators	Yes	No	Comments
			<p>Others provide trends in indicators of maternal health; summary of damaged schools (as a result of terrorism) separately for male and female schools; child enrolment and labour force participation separately for boys and girls; and reasons for not sending children to school separately for boys and girls.</p> <p>This reinforces the point that education and health cannot be discussed without taking into account gender as a factor since it is well established that such issues affect women disproportionately. The presence of gender disaggregated data in a report that did not promise it can, perhaps, be seen as an acknowledgement of the fact that without discussing gender any analysis of education and health would be incomplete. So the provision of gender disaggregated data in certain sections of this study makes it gender sensitive in part but also raises some questions. Why was gender not a more dominant theme in this report while discussing social development? It could have been incorporated in, for example, the sections on pro-poor spending and poverty reduction.</p>
6. Were questionnaires and surveys “designed to unravel potentially relevant sex and/or gender differences” in SPDC-produced data?			Not applicable.
7. Has a gender-specific approach been adopted in recommendations?		✓	<p>No.</p> <p>No gender-specific recommendations have been provided in the study. This is particularly striking as gender disparity in education has been highlighted in the report but no recommendations have been made to remedy it.</p>
8. Proportions of women/men on research team.			The research team consisted of 12 females and six males.
*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed ‘not applicable’.			

Name of Publication: Social Development in Pakistan: Annual Review 2010-11
Devolution and Social Development

Type: Annual Review No.11

Author: The SPDC research team

Year of Publication: 2012

Categorisation of Research Based on Gender Sensitivity: Gender integrated

Indicators	Yes	No	Comments
1. Is gender relevant to the research topic?	✓		Yes. Gender is relevant to the topic – devolution and social development. The study looks into the issues of federalism in Pakistan and implementation issues of the decentralisation provisions of the 18th Constitutional Amendment and the 7th NFC Award. A gender disaggregated report is not part of its objectives but parts of the study are gender sensitive.
2. Has gender literature been integrated in the study?		✓	No. Even though gender is not part of the objectives of the study, the gender dimensions of education and health have been touched upon. A review of gender literature on these two issues could have been provided for a more in-depth analysis.
3. Has gender theory been integrated in the study?			Not applicable.
4. Is the methodology used suitable for gender-specific analyses?			Not applicable.
5. Are data (sex disaggregated data), analyses, evaluations and interpretation gender sensitive?	✓		Yes. Gender-specific data has been provided for education and health in the report. A Gender Parity Index (GPI) has been included for education that provides province-wise trends in the GPI measured as a proportion of girls' enrolment at the primary level of education in comparison with that of boys. Moreover, the statistical appendices of the study contain gender disaggregated data for education

Indicators	Yes	No	Comments
			and health. In the education appendices, disaggregated figures are provided for the literacy rate, mean years of schooling, combined enrolment rate, gross primary enrolment rate, net primary enrolment rate, net middle enrolment rate and net matric enrolment rate. Whereas in the health appendices, disaggregated data is provided for the percentage of fully immunised children along with women-specific categories such as the proportion of pregnant women with pre-natal care and the contraceptive prevalence rate.
6. Were questionnaires and surveys “designed to unravel potentially relevant sex and/or gender differences” in SPDC-produced data?			Not applicable.
7. Has a gender-specific approach been adopted in recommendations?		✓	No. Gender-specific recommendations have not been included.
8. Proportions of women/men on research team.			The research team consisted of nine females and eight males.
*If a criterion has not been met in a report where a gender specific or disaggregated report was not promised (in aims/objectives/proposals), it has been deemed ‘not applicable’.			



Social Policy and Development Centre
15-Maqbool Co-operative Housing Society
Block 7 & 8, Karachi 75350, Pakistan
Tel: (92-21) 111-113-113
Fax: (92-21) 3453-4285
E-mail: spdc@spdc.org.pk

Find us on



www.spdc.org.pk