

Is Globalization Empowering Women? A Case Study of District Lahore, Pakistan

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Over the last few years, due to rapid global integration, the world has increasingly started experiencing more intense effects of globalization. In Pakistan, the effects of globalization on the role of women are very prominent. In this era of globalization, various aspects of women empowerment including economic opportunities, access to education and healthcare facilities and having a voice within households and society have undergone tremendous change. Therefore, the current research intends to analyze the effect that globalization has on the empowerment of women in Districts Lahore (Province Punjab), Pakistan. In doing so, primary data was collected from the five tehsils of District Lahore and various dimensions of globalization and women empowerment were considered; the study develops its own all-embracing 'Globalization' and 'Women Empowerment' variables using Exploratory Factor Analysis (EFA) and Confirmatory Factor Analysis (CFA). The relationship between globalization and women empowerment was checked using Structural Equation Modeling (SEM). The results show that globalization positively and significantly contributes towards women empowerment and ensures that women are not discriminated against men in all spheres of life. Based on the results, the study provides some important guidelines on how to better govern the process of globalization and reap maximum benefit from it.

Keywords: Globalization, Women Empowerment, District Lahore (Province Punjab), Pakistan

Over the period of time, increased global integration has stimulated human networks to become more and more interconnected. Unprecedented developments in the areas of communication systems, transportation, trade and information technology (IT) have given the process of globalization a renewed impetus. However, as evident as the phenomenon of globalization has become, it is also the one that has been increasingly politicized and contested in the context of the developing countries of the world (Bardhan, 2004 & Bardhan, 2006).

Advocates of globalization point out towards a number of positive effects of globalization on various aspects (socio-cultural, economic, etc.) of the lives of individuals. These include increased free trade, improved communication systems (through mobile and internet), access to information and knowledge, improved educational and health care facilities and availability of new jobs due to market expansion. Overall there is a widespread acceptance amongst researchers that open economies are more prosperous as compared to the closed ones and have greater contribution towards economic development and prosperity of societies across the world (Dollar & Kraay, 2001; Dollar & Kraay, 2004; Revenga & Shetty, 2012; Singh, 2012; Mohyuddin & Begum, 2013; Mahmood et al., 2014; Tahira et al., 2017).

However, critics of globalization fear that it can have adverse impacts on human well-being, culture, environment and the overall development of the economies. They argue that an open economy is more exposed to external shocks that generate uncertainty, leads to the further marginalization of certain stakeholders in the economy and reduces the efficacy of socio-economic policies designed to maximize the welfare of all the individuals in the economy (Azid et al., 2001; Dasgupta, 2003; Baachus, 2005; Vijaya, 2014).

Irrespective of gender, the effects of globalization are seen on all individuals (Kolářová, 2006; Jadoon et al., 2018). When considering the effects of globalization, especially with reference to the overall well-being and development of the society, the impact on women is of immense importance. It is widely acknowledged that the effects of globalization will not be cherished if women are not the key role players in the economic (business), social, political and family life (Women's International Network News, 1997). According to the United Nations data¹, almost 50% of the world's population comprises of females and about 70% of them are living in poverty. Although women work intensively but they still have a very insignificant share (only about 1-2 %) in world's property and have poor representation in positions of power.

The process of globalization has welcomed many avenues for the empowerment of women and has led to women playing a vital role in international, national and household economies. Traditionally, men played the role of bread-winners while have been responsible for taking care of home (Tahira et al., 2017). However, over the past few years, this

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¹ Women Watch, United Nations www.un.org/womenwatch

opinion related to the roles of men and women has completely transformed (Bacchus, 2005; Tahira et al., 2017). Globalization has greatly impacted women's economic participation and their work lives (Boserup et al., 2007). Being a developing country, Pakistan was rather slow to adopt this change but in recent years due to globalization, the paradigm shift is becoming more and more evident (Stewart, 2010).

Globalization has brought about multiple employment opportunities for women. With the introduction of World Trade Organization (WTO), many multinational corporations (MNCs), in search of low labor cost, have shifted their production plants to developing countries (Jadoon et al., 2016). These corporations aim at particularly benefiting from the cheap labor in developing countries and in this regard females are their preferred labour force because females are willing to work at lower wages (Moghadam, 1999). Hence, with the increased use of feminized labor force by developing countries, globalization, through the activities of MNCs, is economically empowering females.

Apart from providing multiple employment opportunities, globalization has also improved the education acquiring prospects for women (Mohyuddin & Begum, 2013). Globalization has greatly influenced the education sector (Chinnammal, 2005) and the use of internet has made knowledge more easily and widely accessible (Holloway et al., 2013). Moreover, due to the ease in communication and migration that globalization offers, today parents are more open to sending females away from home, both for work and education (Mohyuddin & Begum, 2013). Therefore, increased globalization, along with better and higher quality education, empowers women and helps women find better employment opportunities (Revenga & Shetty, 2012).

Although increased globalization has provided women with a lot of opportunities for educational and economic empowerment, many times women are exploited at the workplace, paid less and forced to work under unfavorable conditions (Dasgupta, 2003; Vijaya, 2014; Panchal, 2015; Deb & Sen, 2016). Therefore, where globalization provides avenues for women empowerment, it at times, also contributes towards their disempowerment.

Besides having effects on educational and economic empowerment, globalization simultaneously has positive and negative impacts on the health as well. Globalization (through advanced technology and research particularly) provides improved health care facilities to women. Moreover, through better educational prospects, globalization brings awareness among females for the need to improve their health. Media and Internet are of immense help in this regard. In order to benefit from the opportunities for economic empowerment women at times are willing to work under hazardous and unhealthy conditions. These conditions negatively affect the health of women and disempower them in the health context (Fuentes & Ehrenreich, 1998; Bacchus, 2005).

Through its impact on economic, educational and health empowerment, globalization affects the overall status of women within the household and in the society. They provide awareness to women, raise their self-confidence and help them in their struggle for equitable rights. In this context, considering educational empowerment particularly, Yousefy and Baratali (2011) point out that better and improved education of females reflects in their family life. It also helps eliminate the traditional social layers of male dominance in

the society and gives women greater economic autonomy and better standing in their family and community (Malik, 2011).

However, on the contrary, when women are empowered, they focus more on their work (paid work). Hence, they have less time to give at home. This, at times, hampers the relationship of women with their families. Unstable relationships along with reduced patience of women lead to domestic violence, abusive relationships and increased divorce rates which, in turn, socially disempower women (Panchal, 2015).

Hence, it is evident that where globalization helps empowering women (economic, educational, health and social contexts), at the same time, it also contributes towards their disempowerment. Considering this dual effect, the current research is designed to examine the impact that globalization has on women empowerment.

Past Literature on the impact of Globalization on Women Empowerment

There are a number of studies that have investigated the impact of globalization on the changing role of women and their empowerment; however, these studies have seen their fair share of controversies because of their different, often polarized, findings. Some studies provide evidence that globalization increasingly empowers women by providing them with better education, increased employment opportunities (that may result directly through globalization or as a result of better educational prospects), more control over income, improved health care, greater involvement in domestic decision-making, increased say in sexual matters, lesser discrimination and greater psychological well-being which helps to promote economic, social, education and health empowerment for women (Aminuzzaman et al., 2003; Schuler et al., 2010; Malhotra et al., 2012; Revenga & Shetty, 2012; Singh, 2012; Jumani et al., 2013; Mohyuddin & Begum, 2013; Mahmood et al., 2014; Tahira et al., 2017; Alano & Hanson, 2018). On the contrary, there are studies that present a more critical perspective and put forward the optimistic view related to globalization with some reservations. These studies simultaneously provide evidence related to both the beneficial and the adverse effects of globalization on the empowerment of women. The focus of these studies is to realize that there is not much left in discussing the pros and cons of globalization. It is important for us to accept that globalization is an inescapable reality and a process that is here to stay. Therefore, we must focus on how to equip ourselves to reap its maximum benefits (Dasgupta, 2003; Bacchus, 2005; Maqsood & Samiullah, 2014; Vijaya, 2014; Panchal, 2015; Deb & Sen, 2016).

Rationale of the Study

The existing literature on the relationship between globalization and women empowerment suggests a mixed verdict on the beneficial and the adverse impacts of globalization on women. For the case of Pakistan, there is a dearth of studies that provide definite evidence related to the relationship between the two. Moreover, the past literature reveals that most of the studies related to globalization and women empowerment only focus on a few particular dimensions of these phenomena (Aminuzzaman et al., 2003; Malhotra et al., 2012; Mahmood et al., 2014). For example, for globalization, studies mostly analyze the effect of trade or media (Strasburger, 1989; Parlato, 1990; Harrison, 2007), and

for women empowerment emphasis has been mostly on economic empowerment (Singh (2012; Panchal, 2015; Tahira et al., 2017). There is an absence of studies (as best known to the researcher) in case of Pakistan specifically that collectively investigate the effect that various dimensions of globalization have on numerous contributors of women empowerment.

Therefore, in order to fill these research gaps, there is need to conduct a research-based study in District Lahore (Province Punjab), Pakistan that investigates the impact of globalization on women empowerment. Since, there are hardly any studies of this nature in the case of District Lahore (Province Punjab), Pakistan; our study will be an important tool for policymakers.

Conceptual Framework

The review of the past literature reveals that globalization significantly contributes towards the empowerment of women. It affects women in economic, education, health and social contexts which, in turn, contribute towards women empowerment. Based on the existing research on the topic, a conceptual framework is developed which is then used to construct the measurement variables for globalization and women empowerment.

Construction of the 'Globalization' Variable

Based on past studies, the present study develops the 'Globalization' construct. According to Clark (2000), globalization refers to connecting the societies across the world through the travel of people, capital, goods, media (print and electric) and ideas (through internet and mobile telephony). Following the study of Clark (2000), the present study has taken commerce (trade and international business including flow of goods and capital), information and communication technology (telephony and internet) and media for measuring globalization as shown in figure 1.

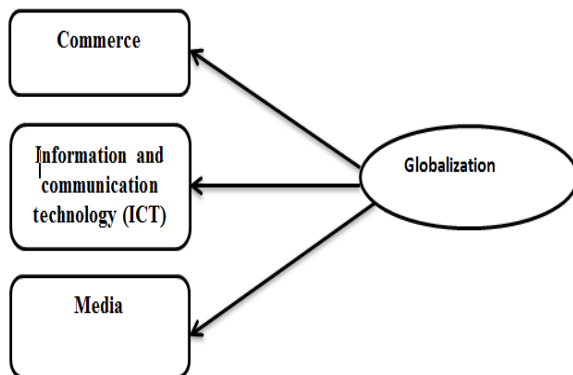


Figure 1. Construction of the 'Globalization' Variable

Construction of the 'Women Empowerment' Variable

Kabeer (1999) defined women's empowerment as the process through which women become capable enough to be able to independently take their own decisions in the domains where they were previously denied this chance. Based on various aspects of women empowerment, pointed out by the existing literature, the present study considers four all-

embracing dimensions of women empowerment namely, educational empowerment, economic empowerment, health empowerment and social empowerment. Figure 2 shows the dimension for the 'Women Empowerment' construct.

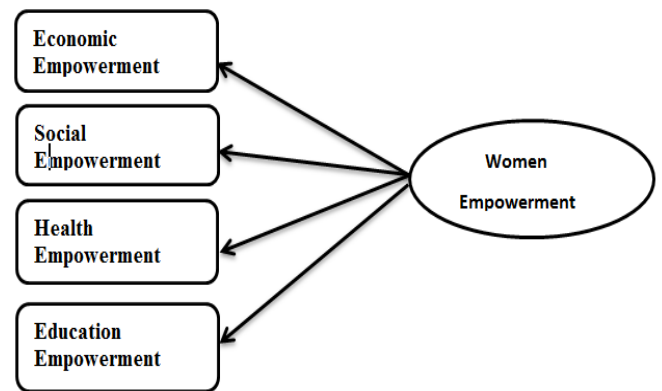


Figure 2. Construction of the 'Women Empowerment' Variable

Methods

The present study used Exploratory Factor Analysis (EFA), Confirmatory Factor Analysis (CFA) and Structural Equation Modeling (SEM) to examine the underlying relationship between globalization and women empowerment (as suggested by the underlying literature),

Population, Sampling and Sample Size

The present study used primary data, collected from District Lahore (Province Punjab), Pakistan, for analyzing the effect of globalization on women empowerment. District Lahore was selected from Province Punjab of Pakistan because it is the provincial capital and also the city with the largest population in this province. District Lahore is divided into five tehsils namely: Lahore Cantt, Lahore City, Model Town, Raiwand and Shalimar².

All employed females, aged 18 and above, are the target population for the current research³. The unit of analysis is a married female (having a minimum age of 18 years) who is earning money. For the purpose of data collection, a disproportionate stratified convenient sampling technique is used. Having divided Lahore city into different strata (tehsil wise), convenient sampling was used to choose respondents from each tehsil disproportionately (equal allocation). The majority of the studies in literature used a sample size of 200 (Coote et al., 2003; Dolnicar et al. 2016). Considering this, the present study takes a sample size of 500 (100 respondents from each of the five tehsils) to get more accurate results.

Reliability and Validity of the Survey Instrument

² <http://www.pbs.gov.pk/>

³ 18 years of age is set as the minimum legal age for marriage in Pakistan.

The value of Cronbach's alpha coefficient must be above 0.60 (or preferably above 0.70 for greater reliability). Determining the validity of the survey instrument is crucial because it suggests whether or not the items in the instrument measure the underlying concept that they were actually designed for (Saunders et al., 2007). Therefore, before the analysis, the present research has checked face, content and construct validities of the questionnaire.

Measurement of the Constructs

A five point Likert-scale was used to record responses that aimed at measuring various latent variables discussed in the conceptual framework. Thereafter, to measure the latent variables, EFA is performed. The details of EFA are provided below:

Globalization

The variable 'Globalization' was measured using three latent variables namely commerce, ICT and media and these three latent variables were measured using a total of 13 questions (See Appendix A).

Empowerment

The variable 'Women Empowerment' was measured through four latent variables namely, economic empowerment, social empowerment, educational empowerment and health empowerment and these four latent variables were measured using a total of 25 questions (See Appendix A).

Procedure of Data Collection and the Response Rate

Web-based and paper-pencil based survey methods were used by the present study for data collection. After cleaning, screening and removing outliers, 207 questionnaires from a total of 500 (a response rate of 41.4 %) were used for the final analysis.

Results and Discussion

Exploratory Factor Analysis (EFA)

Performing an EFA is considered as an elementary step for building scales for quantitative research. According to Gorsuch (1997), EFA identifies meaningful factors and the developed latent variables. In doing so, majority of the researcher agree on the threshold level of 0.3 and suggest that only those items should be retained who have factor loading of 0.30 or more and rest must be dropped (Field, 2013). Considering this, the present study has retained items having factor loading greater than 0.30 for all variables. The details of EFA for 'Globalization' and 'Women Empowerment' are discussed below:

EFA for 'Globalization'

The results of EFA show that KMO has a high value of 0.786 and Bartlett's Test of Sphericity (BTS) also has a significant value. This allows the use of EFA for exploring factors of latent variables. When EFA is performed for the variable 'Globalization', three components show Eigenvalues greater than one which indicates that the three latent variables under consideration determine the variable 'Globalization'. Moreover, the three variables explain 60.969 % of the variance. Factor loading of all measurement variables range from 0.432 to 0.835 and the values of Cronbach's alpha for the three latent variables namely, commerce, ICT and media are 0.759, 0.859 and 0.705 respectively. The details are presented in Table 1.

Table 1
EFA for the 'Globalization' Variable

Factor	Survey Statement Number	Statement Name	Content of Statement	Pattern Matrix	Structure Matrix	Cronbach's Alpha
Commerce	2.1	GT1	Today, various Multinational Corporations (MNCs) have grown to dominate the world markets.	0.81	0.64	0.75
	2.2	GT2	The lifting of many restrictions on trade between countries has resulted in an increase in international trade.	0.84	0.78	
	2.3	GT3	The emergence of a global market due to trade liberalization has led to the setting up of new industries.	0.81	0.83	
ICT	2.5	GI1	Developments in Information and Communication Technology (ICT) have changed our way of life, whether it is at home, at work, at school or at leisure.	0.80	0.73	0.85
	2.6	GI2	The use of ICT has connected people from all over the world.	0.65	0.71	
	2.7	GI3	Social networking sites such as Facebook and Twitter are increasingly used to keep in touch with people all over the world.	0.62	0.43	

	2.8	GI4	Advances in technology have meant that people, companies and nations are no longer restricted by national borders and geographical distance.	0.56	0.63	
Media	2.10	GM1	Global media networks are bringing news and information about current events to people all over the globe.	0.69	0.69	0.70
	2.11	GM2	Global news and entertainment channels are a source of providing awareness to people.	0.73	0.79	
	2.12	GM3	Media is a source of providing access to knowledge and information.	0.72	0.77	
	2.13	GM4	Media has brought human interaction and society to a highly interconnected level.	0.72	0.71	
Total Variance Explained: 60.969%						
KMO: 0.786 BTS: 0.000						

EFA for 'Women Empowerment'

A significant value of BTS, along with a high value of KMO allows the use of EFA for exploring factors of the latent variables. While EFA is conducted for the variable 'Women Empowerment', four components show Eigenvalues greater than one which means that the four latent variables under consideration determine the variable 'Women Empowerment'. Moreover, the four variables explain 43.30 %

of the variance. The results of EFA also show that the factor loading of the items range from 0.405 to 0.738. The values of Cronbach's alpha are 0.697, 0.741, 0.681 and 0.668 for the four latent variables namely, economic empowerment, social empowerment, educational empowerment and health empowerment respectively. The details are presented in Table 2.

Table 2

EFA for the 'Women Empowerment' Variable

Factor	Survey Statement Number	Statement Name	Content of Statement	Pattern Matrix	Structure Matrix	Cronbach's Alpha
Economic	3.1	WEE1	With new and more jobs (created as a result of increased operations of multinational corporations (MNCs)), there are opportunities for higher pays for women.	0.71	0.57	
	3.2	WEE 2	Over the past years, Information Technology (IT) sector has provided women with a lot of employment opportunities.	0.69	0.40	0.69
	3.3	WEE 3	More and more workplaces are now populated with women who work on equal terms with men.	0.85	0.73	
	3.5	WEE5	You work to become financially self-reliant (independent).	0.63	0.72	
Social	3.7	WES1	You suffer domestic (in-house) violence.	0.26	0.44	
	3.9	WES3	The employment of women is considered a threat to male dominance in households.	0.57	0.63	
	3.10	WES4	You often work under exploitative and insecure conditions.	0.74	0.53	
	3.11	WES5	There are no social barriers in your participation in the labour force.	0.71	0.54	0.74
	3.14	WES8	Media provides women awareness about their rights and status in the society.	0.72	0.68	
	3.15	WES9	The increased use of time-saving devices such as washing machines, grinders, pressure cookers etc. allows you to save time for socialization.	0.59	0.62	
Education	3.16	WEEd1	Nowadays women exercise their right to acquire as much education as they desire.	0.75	0.58	
	3.17	WEEd2	Having access to education is crucial for improving the status of women in the society.	0.67	0.45	0.68
	3.18	WEEd3	Families these days are more open towards sending females away from home for acquiring education.	0.76	0.46	

	3.19	WEEd4	Education gives women greater awareness about their rights.	0.95	0.49	
Health	3.21	WEH1	These days women lack access to quality health services.	0.65	0.41	
	3.22	WEH2	Media provides awareness to women for the need to improve their health.	0.62	0.60	
	3.23	WEH3	The medical facilities provided by your employer are according to your needs.	0.65	0.66	0.66
	3.24	WEH4	Women often work under hazardous (dangerous) conditions.	0.70	0.55	
Total Variance Explained: 43.30%						
KMO: 0.564 BTS: 0.000						

Summary of EFA Results

When the survey instrument was initially developed, a total of 38 items were considered for measuring the two variables ‘Globalization’ and ‘Women Empowerment’. However, considering the results of EFA, only 29 of these items are retained for the final analysis.

Measurement Model Fit Indices

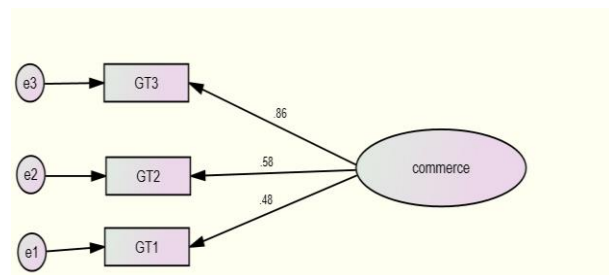
Although various model fit indices are used by the researchers, the most frequently used ones include Normed Chi-square (CMIN/DF), CFI, GFI, NFI and RMSEA. According to Fan et al. (1999), a model is considered best fit if the values of CFI, GFI, NFI and TLI are greater than 0.95 (or even 0.90) and the value for RMSEA and CMIN/DF are less than or equal to 0.08 and 5 respectively.

The Results of Confirmatory Factor Analysis (CFA)

The present study has used CFA to evaluate and test the relationship between the latent variables or the relationship of latent variables with other observed variables (Bartholomew & Knott, 1999). CFA is also used to modify and refine the model for the purposes of examining the fitness of the model and testing the proposed theory. The results of the CFA performed on ‘Globalization’ and ‘Women Empowerment’ are as follows:

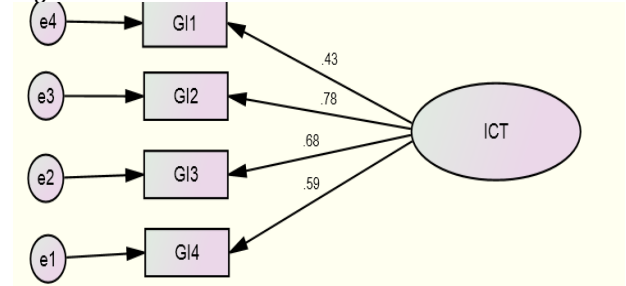
‘Globalization’

Firstly, CFA is separately performed on the three dimensions (commerce, ICT and media) of ‘Globalization’ to determine whether the items (constructs) identified during EFA really measure the three dimensions of ‘Globalization’ or not. Figure 3, 4 and 5 show the result of the final CFA for each dimension of ‘Globalization’.



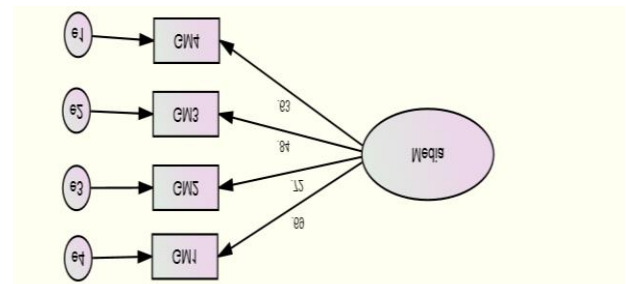
CMIN/DF= 0.000, RMSEA= 0.000, CFI =1.000,
GFI=1.000, NFI=1.000

Figure 3. Final CFA for Commerce



CMIN/DF= 0.245, RMSEA= 0.000, CFI =1.000,
GFI=0.999, NFI=0.997

Figure 4. Final CFA for ICT



CMIN/DF= 0.237, RMSEA= 0.000, CFI =1.000,
GFI=0.999, NFI=0.998

Figure 5. Final CFA for Media

The results of final CFA on the three latent variables show that the values of GFI, NFI and CFI are more than 0.95 and values of RMSEA are less than 0.08. As the values of the model fit indices are in accordance with their required threshold level, the models are considered best fit.

Three factors CFA for the variable ‘Globalization’

After separately applying CFA on the three main dimensions of ‘Globalization’, a three factor CFA is applied by linking the three dimensions of ‘Globalization’. All the three dimensions of ‘Globalization’ are found to be correlated and a higher order CFA can be hypothesized. Having at least three first order latent variables with each latent variable having at least two items is a prerequisite for applying a higher order CFA (Kline, 2005). Since the ‘Globalization’

construct meets this basic requirement, a higher order CFA can be applied. The results of higher order CFA are reported in Figure 6.

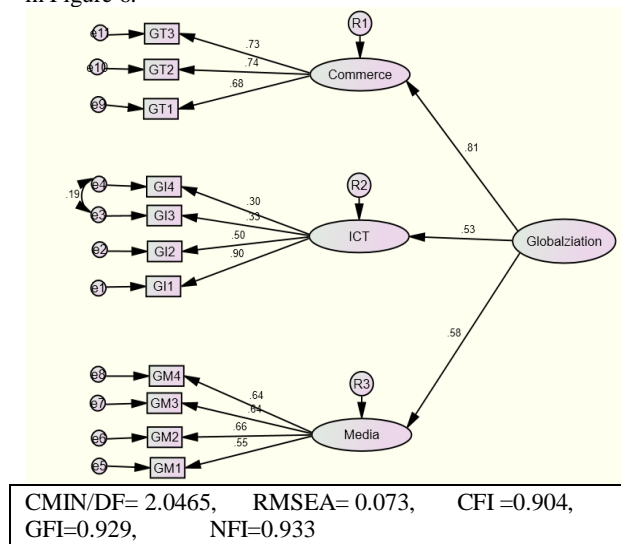


Figure 6. Higher Order CFA for Globalization

The model is a good fit because the values of all the model fit indices are in accordance with their required threshold level. The factor loadings of all the three sub-dimensions (commerce, ICT and media) are quite high which validates the theoretical framework developed in this study that globalization process can be determined by these three dimensions.

‘Women Empowerment’

CFA is separately performed on all the dimensions of ‘Women Empowerment’ namely economic empowerment, social empowerment, educational empowerment and health empowerment to determine whether the items (constructs) identified during EFA really measuring these four dimensions of ‘Women Empowerment’ or not. Figure 7, 8, 9 and 10 show the result of the final CFA for each dimension of ‘Women Empowerment’.

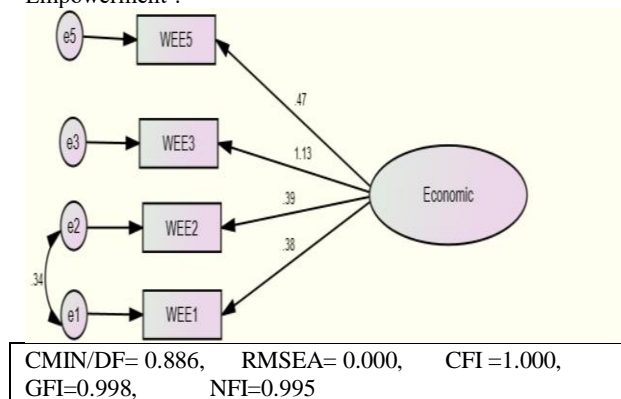


Figure 7. Final CFA for Economic Empowerment

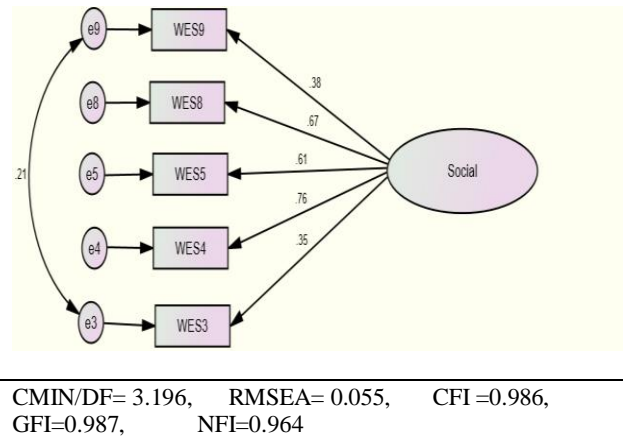


Figure 8. Final CFA for Social Empowerment

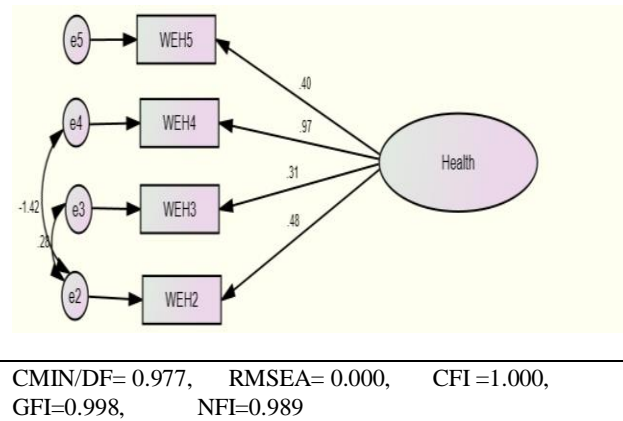


Figure 9. Final CFA for Health Empowerment

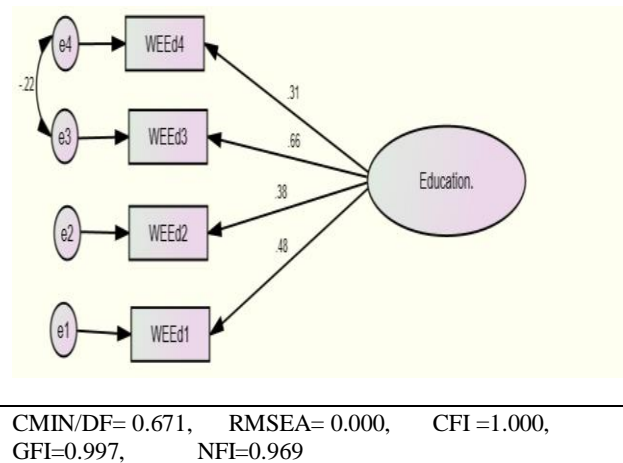


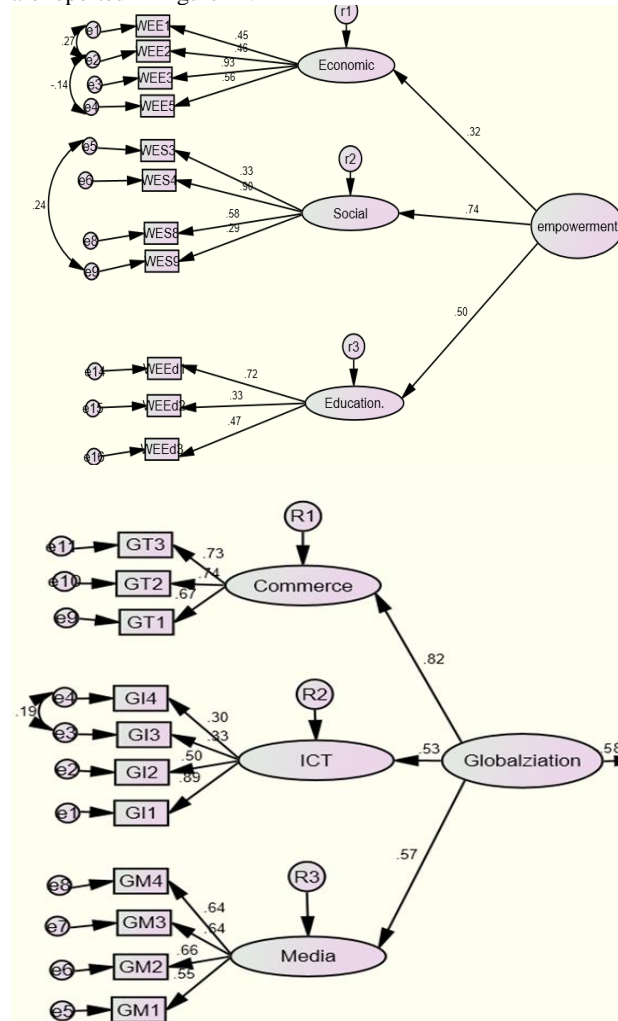
Figure 10. Final CFA for Educational Empowerment

The results of the final CFA on the four latent variables show that the values of the model fit indices are according to their required threshold level so the models are considered as best fit. The values of GFI, NFI and CFI are more than 0.95 and values of RMSEA are less than 0.08.

Three factors CFA for the variable 'Women Empowerment'

After separately applying CFA on the four main dimensions of 'Women Empowerment', a four factor CFA is applied by linking four dimensions of 'Women Empowerment'. Surprisingly, while checking the correlation among the four dimensions of 'Women Empowerment', it was found that health empowerment is not determining 'Women Empowerment' (correlation coefficients of health empowerment with other three dimensions were low). This may mean that women do not consider health empowerment as an important empowerment tool. Hence, based on the results, the 'health empowerment' dimension was excluded for the further analysis.

Since the 'Women Empowerment' construct meets the pre-conditions for applying a higher order CFA, a higher order CFA for 'Women Empowerment' is applied and the results are reported in Figure 11.



CMIN/DF= 3.140, RMSEA= 0.07, CFI=0.915, GFI=0.964, NFI=0.899

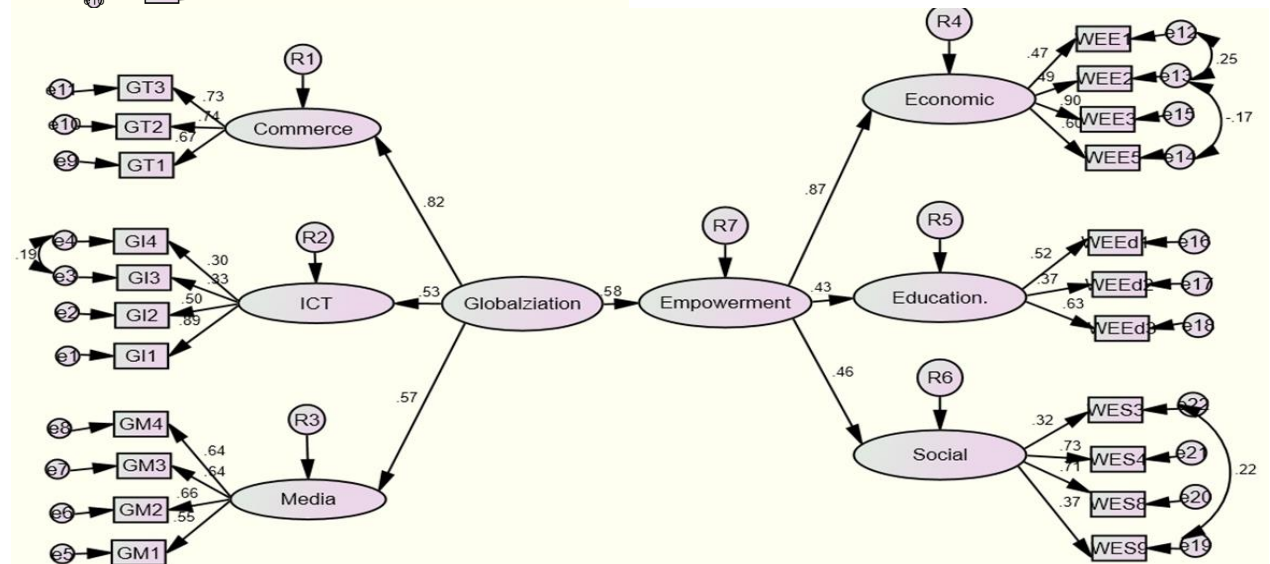
Figure 11. Final Higher Order CFA for Women Empowerment

The model is a good fit because the values of all the model fit indices are in accordance with their required threshold level. The factor loadings of all the sub-constructs namely economic empowerment, social empowerment and educational empowerment validate the theoretical framework developed in this study that woman empowerment can be determined through these dimensions.

Establishing a Full Structural Model

SEM is the most commonly used technique for estimating and testing various hypotheses for the observed variables and the latent constructs. A structural model helps to chalk out the direction of relationship between the variables and in doing so; it also identifies the direct and indirect channel of relationship between various latent variables of the model (Bollen, 1989, Tabachnick & Fidell, 2013).

The theoretical framework of the study highlights that globalization affects women empowerment through the effect of the former on the economic self-sufficiency of women, their access to improved healthcare and educational facilities as well as their overall social standing. Based on this underlying relationship, a final best-fit model is developed to study the effect that globalization has on women empowerment. Figure 12 provides the details of final best-fit model.



CMIN/DF= 1.731, RMSEA= 0.061, CFI=0.935, GFI=0.951, NFI=0.903

Figure 12. Final Model showing Globalization and Women Empowerment Link

The results show that the value of normed chi-square is less than 5 and the values of other fit indices are also according to their required limit. The values of CFI, GFI and NFI are greater than 0.90 and value of RMSEA is 0.061. These results confirm that model is converging and is best fitted.

The arrow heads in Figure 12 show the relationship between variables. As we are interested in studying the relationship between globalization and women empowerment, so the arrow head between these two variables is of our prime concern. The results show that globalization is significantly contributing towards the empowerment of women. Since globalization provides women with multiple and better employment opportunities, improved health care and educational facilities and a power and voice in the society, it is considered an empowering tool. Globalization ensures that women enjoy the same position in the society as men and are not discriminated against in any sphere of life. The positive impact of globalization on women empowerment was also found by Malhotra et al. (2012); Singh, (2012) and Mahmood et al., (2014). Although the results of the present study are in line with some of the studies already conducted in the past, the current study is superior to the already ones in a few significant ways. For example, to analyze the role of globalization in empowering Indian women, Panchal (2015) only presented a descriptive account of the relationship between globalization and women empowerment. Moreover, although Mahmood et al. (2014) used quantitative analysis to study the impact that globalization has on the working women in Sargodha, Pakistan, the study did not explicitly determine or define the variable 'Globalization' and did not use any sophisticated technique to examine the relationship between the variables of interest.

Furthermore, some of the past studies that did measure or explicitly define the variables of interest only considered a limited number of dimensions of the key variables. For example, Malhotra et al. (2012) only examined the role of ICT in empowering the Indian women. Moreover, considering even a more specific case, Aminuzzaman et al. (2003) examined the role that access to mobile phones can play in the economic and socio-cultural empowerment of the individuals and communities in Bangladesh.

Therefore, this study is a meaningful contribution to the existing literature as it considers various dimensions to measure the key variables 'Globalization' and 'Women Empowerment'. Moreover, with the help of these variables, the study conducts its analysis using sophisticated and modern econometric techniques such as SEM.

Limitations and Suggestions

The present study has an important limitation that it is based on only the perception of educated people. This was done because the globalization phenomenon is not simple enough to be understood by the uneducated people. But, since nowadays, almost every individual in Pakistan is experiencing the effects of globalization; it is recommended that the people, irrespective of their education level, should be considered in order to study the dynamic effects of globalization on women.

Conclusion and Policy Recommendations

The present study analyzes the impact of globalization on women empowerment in District Lahore (Province Punjab), Pakistan. In doing so, primary data was collected from the five tehsils of District Lahore and by considering various dimensions of globalization and women empowerment; the study develops its own all-embracing 'Globalization' and

'Women Empowerment' variables. In this regard, three latent variables (along with the sub-constructs of each) namely commerce, ICT and media are used for measuring the variable 'Globalization' and four latent variables (along with the sub-constructs of each) namely economic empowerment, educational empowerment, health empowerment and social empowerment are used for measuring the variable 'Women Empowerment'. The results of CFA, however, show that the respondents do not consider health empowerment to be a significant determinant of 'Women Empowerment'.

The estimation results using SEM show that globalization positively and significantly contributes towards women empowerment. Globalization ensures that women are not discriminated against men and have the same rights and power as men. It is widely believed that economies develop when women are empowered and efficiently accomplish each of their roles, be it being a mother, a caregiver, a household manager or a productive worker (UNIFEM, 2008).

Acknowledging the importance of women empowerment in the development of the economy and based on the results of the study, there are some important policy recommendations. The beneficial effect of globalization on women empowerment calls upon the need for appropriate policies in order to derive maximum benefit from the process of globalization. In this regard, various governmental and non-governmental programmes should be implemented to make the process of globalization more facilitating for women. Such mechanisms should be established that ensure women's equal participation and representation in all spheres of life. Furthermore, fulfillment of women's potential through education, skill development and employment should be promoted and paramount importance should be given to the elimination of poverty, illiteracy and ill health among women.

Moreover, non-governmental organizations (NGOs) and other financial institutions should also work towards initiating such programmes that aim at empowering women through the provision of credits for business startups and for providing other necessary skills required. Therefore, in order to benefit from the opportunities promised by a globalized economy, the government should implement all the socio-economic policies that provide the required safety nets for women.

Although the role of government and other institutions is very vital in empowering women in the course of globalization, women empowerment should not only be the concern of government and society. Women themselves should be active agents in their empowerment process.

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Appendix A Questionnaire

Note: Please provide your most appropriate response for the following questions.

- 1.1 Marital status: ☐ Single ☐ Married
- 1.2 Age (Years): ☐ 18-25 ☐ 26-35 ☐ 36-46 ☐ More than 46
- 1.3 Income (in rupees per month): ☐ 10,000- 24,999 ☐ 25,000- 39,999 ☐ 40,000- 54,999
☐ 55,000-70,000 ☐ Above 70,000
- 1.4 Highest Level of Education: ☐ Intermediate ☐ Bachelor ☐ Masters
☐ Other, Please specify-----
- 1.5 You work for ☐ Public sector ☐ Private sector

Answer the following questions using the scale given below:

I. Strongly Disagree (SD) II. Disagree (D) III. Neutral (N) IV. Agree (A) V. Strongly Agree (SA)

Globalization	SD	D	N	A	SA
2.1 Today, various Multinational Corporations (MNCs) have grown to dominate the world markets.					
2.2 The lifting of many restrictions on trade between countries has resulted in an increase in international trade.					
2.3 The emergence of a global market due to trade liberalization has led to the setting up of new industries.					
2.4 Nowadays, the dependence of countries on each other for acquiring different goods and services has increased because every country cannot produce all the required goods and services on its own.					
2.5 Developments in Information and Communication Technology (ICT) have changed our way of life, whether it is at home, at work, at school or at leisure.					
2.6 The use of ICT has connected people from all over the world.					
2.7 Social networking sites such as Facebook and Twitter are increasingly used to keep in touch with people all over the world.					
2.8 Advances in technology have meant that people, companies and nations are no longer restricted by national borders and geographical distance.					
2.9 The access to computers, internet and related technology has been made easy in recent times.					
2.10 Global media networks are bringing news and information about current events to people all over the globe.					
2.11 Global news and entertainment channels are a source of providing awareness to people.					
2.12 Media is a source of providing access to knowledge and information.					
2.13 Media has brought human interaction and society to a highly interconnected level.					
Women Empowerment					
3.1 With new and more jobs (created as a result of increased operations of multinational corporations (MNCs)), there are opportunities for higher pays for women.					

3.2 Over the past years, Information Technology (IT) sector has provided women with a lot of employment opportunities.					
3.3 More and more workplaces are now populated with women who work on equal terms with men.					
3.4 You have the liberty/freedom to choose your profession or employment i.e. without the need to obtain the consent of your husband, father or any male relative.					
3.5 You work to become financially self-reliant (independent).					
3.6 The increased use of time-saving devices such as washing machines, grinders, pressure cookers etc. allows you to save time for participation in paid employment activities.					
3.7 You suffer domestic (in-house) violence.					
3.8 You have the power to make decisions for your family.					
3.9 The employment of women is considered a threat to male dominance in households.					
3.10 You often work under exploitative and insecure conditions.					
3.11 There are no social barriers in your participation in the labour force.					
3.12 Women's access to better jobs is important for improving their status in the society.					
3.13 Opportunities for higher pays for women raise their self-confidence.					
3.14 Media provides women awareness about their rights and status in the society.					
3.15 The increased use of time-saving devices such as washing machines, grinders, pressure cookers etc. allows you to save time for socialization.					
3.16 Nowadays women exercise their right to acquire as much education as they desire.					
3.17 Having access to education is crucial for improving the status of women in the society.					
3.18 Families these days are more open towards sending females away from home for acquiring education.					
3.19 Education gives women greater awareness about their rights.					
3.20 Advanced technology provides opportunities to females to access digital education.					
3.21 These days women lack access to quality health services.					
3.22 Media provides awareness to women for the need to improve their health.					
3.23 The medical facilities provided by your employer are according to your needs.					
3.24 Women often work under hazardous (dangerous) conditions.					
3.25 Women often work under unhealthy conditions.					

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