

NEW HORIZONS

HEC RECOGNIZED JOURNAL

Research Journal
Faculty of
Social Sciences

#26



Greenwich University

PAKISTAN - MAURITIUS

www.greenwich.edu.pk

VOL.13, NO.2, July 2019
ISSUE DOI: 10.29270/NH.2019.13.2(26)

ISSN 1992-4399
e-ISSN 2521-2559

NEW HORIZONS

Research Journal

**Faculty of
Social Sciences**

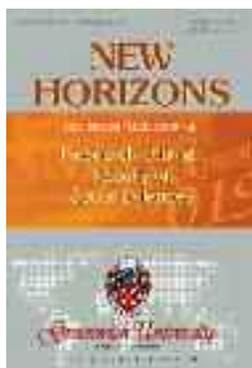


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New Horizons



ISSN: 1992-4399 (Print)
ISSN: 2521-2559 (Online)

Frequency: 2 Issues per year

New Horizons (NH) is an international peer-reviewed, academic research journal in the multidisciplinary field of social sciences, publishing innovative, and impactful research. The biannual *New Horizons (NH)* research journal is administrated and published by the Faculty of Social Sciences, Greenwich University, Karachi, Pakistan.

New Horizons provides an academic platform to professionals and researchers to contribute original, unpublished researches in a wide array of Social Science subjects including but not limited to, Education, Economics, Psychology, Sociology, Social Work, Languages & Literature, International Relations, Mass Communication and Media Studies. *NH* carries original, full-length research papers that reflect latest researches and developments in both theoretical and practical aspects of National and International Social Science subjects.



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Editor's Note

I am very pleased to introduce to you the latest issue of *New Horizons*, with loads of exceptional articles, written by many new and previous authors. The aim of this journal is to bring together a wide audience of academics and policy makers around clearly circumscribed topics, to engage authors and readers, facilitate mutual understanding, and to encourage scholarly debate.

As I write this editorial, I am looking at the table of contents for the Volume 13, Number 2 of the journal which includes a wide range of articles on different disciplines covering the latest trending topics on the OBOR initiative, secularism and migrant rights in the west, emergent issues related to insecurities prevalent in geographical places across the globe and many more captivating articles that I am sure will delight you all. This diverse set of articles covering varied topics is a great strength to retain and enthrall scholarly readership and is something which *New Horizons* is committed to promoting in the research field.

This issue begins with a pair of articles focusing on subjects related to international affairs contributing to the growing body of research on affective decision making in the realm of global policies. Articles such as 'Crises of Muslim Identity in Secular France', views on 'Governance of non-profit organizations, OBOR, female education, Gender Discrimination in Political Participation, Gender differences in Academia and views on Effective Law enforcement to combat terrorism, all emphasize on topics related to current global communal progressions. Other research studies including Determinants of Tax evasion, study on Poverty alleviation, investigation on Bi-literal trade and FDI, and study on CPEC, underline research on economic aspects. Moreover, studies on sports management, code switching, and English poetry appreciation reflect the mellow topics of diverged disciplines and demonstrate a strong background to debate on these scholarly matters.

Previous editions of *NH* have provided a solid foundation for the continued growth of the journal. Submissions are high, and our strong

editorial board endows good backing for the immense growth of the journal. I hope that those authors who are inclined to contribute in this journal will find the guidelines to authors provided at the end of this publication helpful to submit their papers.

I sincerely thank our contributors for researching and penning down the studies relevant to some up-to-the-minute topics. Me and my team are also very grateful to our esteemed Peer Reviewers and Editorial Board Members who spare their time to review the manuscripts and give their valuable feedback to maintain the quality of this journal. I look forward to the comments and feedback from the scholars' fraternity to further enhance the publication standards.

Sincerely,

Sadia Khurram

Editor

New Horizons

July 2019

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THE CRISIS OF MUSLIM IDENTITY IN SECULAR FRANCE: CHALLENGES AND A WAY FORWARD

Sidra Ahmed

ABSTRACT

Contemporary Europe is primarily identified as one of the heterogeneities inserted into a multicultural, secular mega state. The transformation of a culturally intact Europe into a multicultural and multiethnic entity began during 1950s with the immigration of workers and labors, largely from Muslim countries of Africa and Asia, took place. The article specifically inquires about the case of France where the second largest religion is Islam. In France, the word Muslim and Islam often referred to a collective identity which is not limited to the mosque attendance and rituals only, but rather projected as a threat to the secular identity of France. France introduced two ideals of integration, i.e. Universalism and the French model of Secularism 'Laïcité' to absorb the immigrants into social and public spheres. The French populist leaders, scholars, and media view Muslim community as a challenge to the secularist ideal because of its reluctance to espouse the secular values. Incidents and law-making specific to the use of Islamic symbols, association of young/ indigenous Muslims with terrorist network like ISIS, involvement of French Muslims in Paris attack and the economic dispossession of Muslim community are the main reasons for Muslims failing integration in secular France.

Keywords: Identity; Secularism – Laïcité; Universalism; Assimilation.

INTRODUCTION

The population of 739.495 million European people (De Wulf, 2016) has made this region a beautiful combination of vibrant and dynamic languages, ethnicities, and religions. The multiethnic, multilingual, and multi religious blend of the region is a source of pride as well as disputation for European nation. Previously these various communities from various cultures and faiths were considered as a strength and hope of Europe's future, but now it has become a reason for clash of identities within its safest political realm. This amalgamation of identities and culture is not just a reason to celebrate but also haul a serious concern to the conception of multiculturalism, cultural assimilation and above all the secularism.

Europe's unique silhouettes 'whiteness' and 'Christian club' has daunted its non-white and non-Christian segments of population, particularly to the France which is hosting the largest pool of Muslim residents and immigrants both. The prevailing assertiveness of Muslims in public and social sphere is a challenge to the French notion of secularism on the basis of which France's abandonment of religion was inculcated. The Muslim population in France is around 4.7 million which makes only 8-9 % of its entire population (Hackett, 2017). Islam is regarded as "second religion" next to Catholicism, and it has more devotees than the next three non-Catholic minorities, which are a total of 600,000 Jews, 800,000 Protestants, and 150,000–500,000 Buddhists (World Population Review, 2019). Muslims hailed from a wide range of nations speak various languages and follow different cultural practices and despite of the numbers, the Muslim community is not culturally homogenous as well as not well-observed into its own network in France. There is an escalating tension between the native population and the Muslim community, as established by different surveys and evidences from last few years, a large number of French citizens (especially French born and aged between 16-25, get motivated to leave their native land to become ISIS fighters.

Background of the Problem

In order to understand the problem, the resurgence of ethnonationalist forces and the rise of Right-Wing politics in France must be taken in account. The significant yet unexpected triumph of the France National Front (recently re-named as National Rally) in European Union elections in the year 2014 brushed away the leftists, and, strengthened the anti-immigrant and anti-European Union narrative nationwide (The Economic Times, 2014). Moreover the involvement of Muslim citizens in terrorist attacks in Charlie Hebdo in Paris (Jan 7, 2015), Paris attack (Nov 13, 2015) and Nice (July 14, 2016) further supported the fact that the model of French secularism and assimilation has failed to respond to the problem of assimilation and absorption of Muslims into the mainstream (Foster, 2017). Another reason to defy could be the dual testing of Muslims' loyalty towards France when they not only had to prove their loyalty to the state but also whenever some anti-state activity was done by their Muslim fellows they have to subjugate their religious identity to the French version of Secularism which requires the absolute withdraw from religiosity (Laurence & Vaisse, 2016).

Governments in France seem hesitant to recognize the need for improving Muslims' integration and assimilation process. French policymakers, politicians and media quickly deplore the failure of Muslim

community despite of reviewing the policies of making them up a productive part of their society (Laurence & Vaisse, 2016). The situation is a bit complex because on the one side the leftist political analysts, as a spokesperson of cultural assimilation, support the multiculturalism and socio-political fusion, but on the other side, the expansion rate of Muslim minority and its perceived ratio is a subject of much speculation and political maneuvering for the extreme rightists. A very baffling and astounding prediction that “France will be a Muslim country by 2020” was once printed on the campaign posters of the leading Far-Right party, France National Front. Tahir (2005), asserts that this campaign attracted much intimidation from French natives for whom secularism is sacred and absolute.

The discourse of incompatibility of Islam to the liberal values in France turned out more serious. Though National Front’s Marine Le Pen was defeated in 2017 presidential elections, the anti – Islamic, anti-Muslim, and anti- immigrant rhetoric is still significant in French political discourse Cesari and Casanova (2017). Some studies show that nearly 2,000 French citizens (Waters, 2016), were left to fight in the Middle East on behalf of the Islamic State during the period of past three years. McLoughlin and Cesari (2016) assert that those who left for ISIS were primarily indentified as young French citizens from first- or second-generation immigrant families, mostly men from middle class background. Reacting to these findings the leading far-right political parties demanded to expel all Muslims immigrants from France and has fervently declared this goal in public speeches and policy statements through Marine Le Pen, the second runner up of presidential election 2017. Previously the attacks on Charlie Hebdo in January 2015 (Waters, 2016) and the terrorist attacks in northeastern Paris in November 2016 further intensified Le Pen’s anti-Muslim oratory as well as the fear of radicalization of French society (ibid).

In overall struggle of preserving the liberal, secular profile of France three most important factors have been figured out: The war on terror, *salfanization* of Islamic thinking and use of Islamic symbols in public life, and the third factor is about France’s own version of secularism ‘*Laïcité*’. All three reasons seem interconnected, deemed as an enduring threat to France’s secular identity. In order to offset the growing influence of Islam and Muslims, some hasty initiatives were taken through the policy making and court rulings, including the ban on hijab /niqab, expulsion of imams, limitations on the building of mosques, and others. In order to justify the immigration policies and to avoid the notion of religious equality, the

French political debates make out the Muslim question as a cause of problem, not the victims. Secularism is the idiom used by all political actors to mention the Islamic problem whereas Islam is perceived as a challenger to the shared history and national memory of the France.

THEORETICAL FRAMEWORK

Due to the constant changes in the nature and structure of contemporary societies it is difficult to integrate their members. Ethnic groups have to respond in an active or passive way either by adoption or through isolation, segregation, and alienation. In any case, social integration remains a challenge for the government of host societies. The process of social integration is a way to incorporate the minorities and the newcomers into the social setup. Early theorist in the field of sociology Durkheim in his classic work *Social Integration* concluded that the suicide rates are higher in case of social alienation and divorces in marriage (Durkheim, 1897). Members who are least integrated into and out of their groups cause and/or experience the problems in building up their association and loyalty to wards state and at the community levels. The three folded social integration, economic integration, and identity integration usually shapeup the socio-political movements as well as conflicts, in the societies which are comprised of immigrants. Higher social integration brings together the various ethnic groups from different race, religion, and cultures, it leads to assimilation and consistence and reduce the chances of social judgment, alienation, and identity crisis. The governmental policies and state structures have a great deal in the integration process. Here in the case of France, the level of Muslim integration, assimilation, and the problem of having a Muslim identity will elucidate the reasons behind the crisis.

Identity in Defy

Europe in its absolute phase of modernity and cultural connectivity seems more entrapped into an acute kind of Identity crisis. Besides many subsidiary reasons, globalization and multiculturalism are identified as the major reasons behind this problematic state of identity which is difficult to shut down. The ideological borders have been dissolved, the cultural identities are swapped, and the thought process has been molded and modified. Apparently, no signs of reversal, alteration or even halting are observed in this process of cultural dissemination. Bauman quoted this as innate tendency of Europe to assume the rest of the world as its “playground” (Bauman, 2004). Because of the grand cultural evolution and massive intellectual transition Europe has transformed into a dynamic

region which is a dream destination for emigrants, immigrants, and other out-groups. Numerous factors contributed to Europe's confusion; for many, the globalization and its actors have brought new economic openings and opportunities, at the same time it is compelling the weaker nations and groups within Europe in a vague state of anxiety and insecurity. European borders have been dissolved physically, politically, and economically because of the adaptation and reinforcement of European Union's integration policies. The process further brought mixed results by encouraging people to sacrifice their national, ethnic, or religious identities and to put European identity first rather than a British, French, Christian, Jews, or even as non-European.

The situation has become more obscured because of the continuous and irregular growth of immigrant population. The incidents of terrorism in France and the rise of far-right politics divulge the truth that identity confusion, racism and social anxiety has been penetrated into the most diversified society like France where the debate of national identity erosion has remain as a matter of great concern. This further coupled with economic challenges like; economic insecurity, unemployment, and economic saturation because of the presence of immigrants. The constant and heavy influx of immigrants from war torn Middle Eastern countries and poor economies of Asia and Africa further intimidated the French citizens, as their state is already hosting immigrants from different eastern European countries. The whole scenario expound that not only France has trouble adjusting to global pluralism, but also the non-rooted people who are displaced from their native lands, combating fear, hatred, and socio-cultural alienation in their host country (Bauman, 2004).

The amalgamation of indigenous and foreign cultural groups in a single country has become an unavoidable reality of contemporary fractured societies. In the midst of hatred and marginalization the familiarity, similarity and integrity are seeking through the assemblage of diverse groups in their distinct dominions. Balibar (2013), opined about the policy and system of segregation on racial and cultural grounds in the process of globalization, it clearly and powerfully manifests the shift of traditional narrative of the *external enemy* in Europe being replaced by that of the modern time's *internal enemy*. The level of uncertainty and insecurity has investigated in accordance to the level of incapability of Muslim (immigrants, natives, or long-time settlers) integration into wider European society to the degree set by European natives. France is considered as a

unique test case out of all European countries for this identity malfunctioning. Several incidents have been reported during a decade long period that could verify the fearful supposition of internal enemy, importantly the French ban on *Hijab* in public schools in 2004, the riots in 2005 in the banlieues, the gearing up of ethnonationalist politics, the heated public debates over the migration and citizenship matters and now the recent wave of ISIS recruitment from young French born Muslim citizen. All these recent developments caused an absolute rampant over Muslims for their inability to integration and assimilation. Consequently, France has been viewed by the rest of the world as a trend-setter or a decisive factor for such issues may instill anywhere in Europe. The case of France is extraordinary because here the French identity clashes directly with the Islamic & Muslim identity of non- secular, non-European outsiders from Muslim countries of Africa and Asia. The intense discourse surrounds the two-fold description:

- The absolute French identity (i.e. universal and secular in nature)
- Explicit Muslim identity (which is in a constant pursuit of public recognition and approval) (Webster, 2007).

The Stumbling Block to Integration and Assimilation:

The Western countries have adopted various policies in order to deal with the challenges of diverse cultures and identities. Each approach for assimilation and integration is unique in one way but offering a lot from its own horizon. Various models have been implemented for cultural and political absorption and assimilation to deal with the exigent phase of globalization where the identity and individuality of natives and immigration tumbled. The most debated ideas of assimilation have been British, Dutch and French because of their strict and to some extent consummate kind of merits, yet they still present good examples of difference of European approaches towards assimilation. Some major approaches are highlighted below:

- Canada adopted the policy of *cultural mosaic*
- The Germans favored the *leitkultur* (i.e. core culture)
- Norway assumed a more multihued policy *fargerik fellesskap* (i.e. colorful community)
- Americans put forward with the metaphor *melting pot*

The pragmatic Multiculturalism approach in Britain, has historically originated from the Anglo-Saxon tradition of individual rights. It is a

traditional approach based on the merit of individual rights further extended to the collective choice and the rights for minority in order to safeguard them from oppression and subjugation of majority. The public space is regarded as a free space in Britain where people are free to maneuver their fair share of political and social weight on government. People would circumspect the rules & regulation that may affect the minority or individual rights. The Muslim Council of Britain is a well-known and powerful minority network which actively participates and influences the national politics.

Bruce Bawer in his book *While Europe Slept: How Radical Islam is Destroying the West* (2007) stated that in Holland, “Verzuiling” or pillarization is the system which secures the right of the individual. The idea of societal division in Holland is based on religious and ethnic subgroups, they emphasized on the observance of *separate but equal* approach for integration (Bawer, 2007). Because of the pillarization of Dutch society and the internal division of ethnicity and religion the people would interact truly little with the members of other groups. The Dutch public space is also considered as a *free space* just like the British model of integration, endorsed rule of freedom and tolerance, numerous freedom spheres have been created without much overlapping. The assessment of the traditional pillars of Dutch society is mainly constructed on people’s religious and political affiliations. Catholic, Protestant, liberal, and social democratic, each division has its reserved hospitals, schools, political association, and even separate Print and Electronic Media channels. With more pillars inclusive to the system the more it is strained, making it almost impossible to ensure the provision of “*separate but equal*” for everyone (Waters, 2016).

Contrary to the British and Dutch ideals, the French approach is unapologetically “assimilationist”. It manifests assimilation as the absolute way for safeguarding the universal rights from the dominance of the minority. The supremacy of Universal rights is unquestionable, and all the individuals and groups are subjugated to this principle. Bowen (2007), accentuates the citizen’s mutual agreement on basic values while living together in a culturally and ethnically diverse society like France. In order to operate and assimilate well in public sphere the basic values and code of conducts must be enforced and obliged. The public space is the prime space mutually and indiscriminately shared by all citizens, the general interests and common ideals are valued and practiced solely for collective

diversity. Looking close to this model one could understand the clear conditions and powerful checks on acceptable and unacceptable expressions within that free space. The unchallengeable models of human rights and secularism crafted a more tightened public space in France than its other European counterparts.

Universalism and Laïcité: The French ideals of Integration and Secularism

To understand the entire crisis, one has to understand the merits of integration France possess and why such an idea seems having a stern failure in marking a success. Universalism and Laïcité are the two ideals on which French states bolsters its policies. Universalism sounds like a French way to say “*My way or the highway*” as its core values advocate the French tyranny, while laïcité is considered as French Civil Religion. There is a need to understand both separately.

The French politics of integration regarded as a systematic framework of public values, social institutions, and political merits. The non-rooted groups are believed to conform, subjugate, and then assimilate through the specified mechanism. The problem in assimilation arises due to the lack of a definitive benchmark. Because of the frequent addition of new actors and expressions in public space the process of alterations in the presumed system as well as in the set of values always persist, which further baffled the situation. Furthermore, the French model of universalism is not ample and effectual enough to provide a workable and acceptable framework for other ethnicities. Specifically, some set of values to deal with differences with the Islam is neglected and that entails more of individual and public demonstrations. The French Republic guarantees equality of universal rights for all citizens, but also demands for voluntary submission to the secularism. This blindness to the religious and cultural differences sets a high risk of assimilation failure; hence lead the people from powerful cultures to the politics of denial, social alienation, and cultural bewilderment. The declaration of universalism (i.e. equality of universal rights for individual citizen) requires the people of faith to be value-free. The compulsion of submitting to the French secular values manifest a kind of tyrannical mode in a free, secular, and liberal France.

In her book “*The crisis of French Universalism*”, Naomi Schor defends universalism by declaring it as opposite of particularism, e.g. particular ethnicity, religion, nation. She explains that Universalism is constructed on a principle that rational human nature was universal, that is why it is

unreceptive to religious, cultural, and historical incongruities. Extending through all human culture and history Universalism proposed as identical, ahead of particularity of distinct cultures & identities (Schor, 2001). Sociologist Veit Bader explained the reasoning, equality, and universal human liberty as the epitome of French Universalism which supersedes supremacy of languages and identity of dominant cultures (Bader, 1997).

Sniderman, Hagendoorn, and Hagendoorn in their award-winning book, *“When life ways collide: Multiculturalism and its discontents in Netherlands”* argued about the conflicts of Western made multiculturalism with the non-European values. There is Universalism which offers anyone who adheres to the State’s values of universality and equality can become French. On surface this seems simple because through recognizing the dominant cultural values and political ideals of French State, immigrants opt for French citizenship. Underlying reason of disagreement is that majority in France embrace the historically shared universal values, not considering the cultural and religious dissimilarities and expectation, left the minority with a feeling of being uncared and unrecognized. This is how the French approach of assimilation is unique from British or Dutch model of multiculturalism which gives much consideration to the diversity and dissimilarity. The French immigration policies tend to assimilate difference in the name of a single French nation (Sniderman, Hagendoorn, & Hagendoorn, 2007). Eschewing the private identity into public place is an exclusive French thing, forcing the Muslim minority to assert and affirm their individual Identity on the basis of their ethno-religious basis.

Besides universalism being hard and unapologetic on religious expression in public spheres, the French notion of secularism *Laïcité* is rather a serious predicament. Explained by Bowen in his book *Why the French don’t like headscarves: Islam, the State and Public Space* that *laïcité* is actually the direct corollary of the France’s final conquest over the absolute source of power and truth i.e. the religion, church and clergy (Bowen, 2007). All over the course of history Europe had contested with the religiosity of society and the supremacy of church and clergy. Its political muddling and high length wars had mainly rooted out of religion. *Laïcité* as a unique yet stern concept of secularism has been considered by many critics as a reactionary product of France’s troublous history. The French thinkers designed the law of *Laïcité* in 1905 to keep religion entirely out of public life, not even a slightest silhouette. *Laïcité*, a framework adopted after the violent struggle to rule out the tyranny of Roman Catholic

Church, is an emblem of State subjugation of religion and the exclusion of faith from every level of public space (The Economist, 2004).

The French ambassador to London Sylive Bermann in an interview to BBC Radio 4 in 2016 regarded the secular system as bedrock of France national identity (Evans, 2016). The law of *Laïcité* deciphers a permanent disconnection of religion with the matters of the state and public life both. Now this disconnection of church and society has become totally incorporated with the French society and its governance mechanism. The constitution of 1958 referred *Laïcité* as the absolute secular form of the governance extent to public education and the general public sphere, to limit the religion in private life. Because of Muslims innate religious assertiveness, as well as, the ethnonationalist drives this community has become a big deal for governments. More attention and efforts are made to balance religious and secularism now drawn to Islam and Muslims. The governments in France favor the existence and coexistence of Muslims on their land under the banner of *Laïcité*. The dispute among Islam and the West does not only involve two different modes of life, but also the clash of two powerfully different identities and their different orientations toward modernity (Gole, 2006).

The identity clash in reality is a collision of two opposite faiths; religion (divinity) and secularism (profanity). Unlike the Muslim and Jewish societies, the public demonstration of faith has never been obligatory in Europe and this is the reason that secularism worked well in neutralizing the division between secular and religious forces. The Muslims and Jews engross public expression of their faith favored and supported by the state's ruling; therefore, it is impossible to organize and integrate them on nonreligious basis. *Laïcité*, culturally accustomed with Christian forms of précised and organized religion that does not entail public demonstration and validation. As per Islamic teachings the faith is not all about meditation, the explicit public action and constant reinforcement of such actions is also a mandatory part of Islamic belief. This is the point where the major conflict between *laïcité* and Islam begins. The various bans on the use of Islamic symbols and the laws made to restrict Muslims public outlook did not bring much success. Islam has entered into French public realm in the midst of hardcore confrontation with secularization.

The Clash of Faith and Identity

It appears that *Laïcité* is a fundamental ruling to maintain the value-neutrality of the federal and civic spheres, but when analyzing its historical evolution the cracks within its façade of impartiality would reveal. As discussed above that the model was originated as an outcome of century's

long religious upheavals and power struggle among Christian groups in France. Therefore, the meticulous Christian religious traditions and political concepts were fashioned with the same strength of religious neutrality in the matters of State. But the interesting thing to be noted is that *laïcité* in France is more associated with Christianity than is apparent at initial coverage. Jytte Klausen, in his book *The Islamic Challenge: Politics and Religion in Western Europe* stated that apart from the fact that a major decline reported in active practicing Christians and the church attendance among Europeans, many recent polls validates a reasonably higher level of religious belief, identifying oneself with religion and using religious idioms in daily life, exhibits Europeans' passive inclination towards Christianity (Klausen, 2005).

Apparently, it seems that the role of religion in European societies, including France, has been reduced to the low. Religion has lost the pedestal in the institutional power and political representation and the people encode more secular values to their collective life. But the facts are different; meanwhile the younger Muslim generation in France has been raised as force to assert its personal and collective identity to endorse its individuality. Islamic radicalism is not just extension to religious orthodoxy, but a new way of interpreting the religion and religious lifestyle. Muslims deprived of rooted-cultures demands for well crafted connection between religious faith and collective identity as a substitute of their cultural deficit. For one devotee the religion is name of submitting to Muslim faith, not really a way forward to uphold an identity for some social or political purpose. Whereas there might be another devotee who opted for extremism based on the personal choice or for the desire of collective identity. This later version is termed as politicization of faith when one person is rationally convinced to become Islamist by means of a socialization process and seminal practices in the society, he is member of. As observed in modern day France, Islamic explanation are taken into account into three different directions: (i) fueling up ethnonationalist sentiments so that the majority may feel vulnerable, not just the Muslim minority, (ii) the socio-political and cultural manacles to confirm and conform the ideals of universalism and *Laïcité*, (iii) Muslim community may remain futile to receive mainstream approval for its distinct identity.

The Challenges and a Way Forward

Just like any other political ideology secularism has to deal with the quandary. The scholarships on secularism contain both pro and anti statements but this article exclusively look for the contesting and contradicting areas and aspects of secularism. The principal question is

about the myth of *value neutrality* which often got disapproved by the anti-secular forces, especially by the people who assume their religious identity as a lifeline for their socio-political survival. Sometimes a minority group feels more threatened of losing their identity and become uncounted in an alien society or being victimized for holding a certain identity to which the majority itself is scared of. Some of the challenges are discussed briefly to understand the whole twisted scenario.

- France's own version of secularism inherited its own kind of contradictions. In a pursuit of detaching the faith from all public spheres it has made religion even more blazing talk of the town. The religious obligations including prayers, diet, dress, socialization, are considered as crisis of the universality of *Laïcité* as well as the political observance of secularism. Only because Muslims are more passionate about asserting their power through religious posture, they are more under fire than any other minority. Just like Islam is for the Muslims, *Laïcité* is for the French people. This law is more than just a matter of law and legality; it is rather morphed into the identity marker of the France and for which the whole nation entailed to observe as an abiding citizen.
- Before the influx of Muslim immigrants to the French land, *Laïcité* was one successful secular model that had educated the diverse in-groups to coexist without bothering the faith. The contradictions began to rise with the frequent and out of nowhere contact with an alien civilization. Increasing number of Muslims raise the law and order and the security issues combine with xenophobia and Islamophobia. Eventually *Laïcité* transformed the Muslims from aliens into enemies inside and outside the France. Muslims are contemplated as a threat to the hard-core liberal values of France. They are further blamed for the downgrading socio-economic order, like; the rise of reactionary far right politics, radicalization of youth, xenophobia, unemployment, alienation, or ghettoization of some major urban areas including Paris. Outside France the un-integrated Muslims are viewed as a threat to ponder because of the rise and spread of violent Islamic activism that may fly to other countries of the European region.
- The duo rift and the externalization of Muslim ethnic group from the mainstream deeply mitigated the process and policies of amalgamation in France. The norm of universality befalls under a question when the cultural diversity and the acquisition of citizenship are doubted (Piser, 2018).

- The law of 1872 has been interpreted by many analysts as a set of rules for making the minorities invisible as it does not allow to collect the details of French people based on their ethnic, racial, or religious belonging. Further in an affirmation to *Laïcité* the French Republic is prohibited to apply any official distinction of race and religion therefore it is not easy to analyze the data available on minorities. This law is not applicable on surveys and polls and a marketing company named *Solis' indicators*, according to the world population review report. Though the census and other polls do not ask about people's race and religion some groups including Muslims, Romans, Blacks, and others still believe that they have been discriminated for their faith or race.
- Another big challenge is how to accommodate the large number of Muslim youths in France. The community is basically a self-segregated among ethnic or religious lines, low-skilled, and less-educated. Young Muslims with such a frail social profile and low self-esteem are vulnerable enough to betray from the common loyalty to French state and the secular system. Formerly an almost invisible and inactive minority of a larger society is now a visible reality of France metropolis. The task of assimilating Muslims into secular France is a stumbling block on the way of French national myth i.e. *the colorblind society* (ibid.).

RESEARCH SUMMARY AND POLICY SUGGESTIONS

With reference to the theory of social integration, one may safely conclude that the crisis of identity among out-groups and the challenges associated with the process of integration depends very much up on the political and social framework of the society. Some suggestions are formed in the light of the theoretical framework as well as the discussion part.

- One of the problems is absence of commonly accepted definition of French *laïcité*. The book *Les sept laïcités françaises. Le modèle français de laïcité n'existe pas*, authored by Jean Baubérot in 2016 has listed seven different interpretations of it. This book reveals that the changes and evolution in the society demands the changes in the meaning and function of *Laïcité* (Baubérot, 2016; Zwillling, 2017). It is suggested that due to the change in the religious landscape in France and the presence of Islam as second religion, *Laïcité* needs to be evolved and redefined its principles.

- As discussed earlier that in France it is legally forbidden to question about religious affiliation during demographic studies, that is why official religious data is not available. The only medium to collect the data is through survey conducted by specialized private institutes. With increasing immigrant population from Muslim countries, it would be helpful to the government and the ministry for integration and social welfare to get official statistics for making provision in immigrants' policy of rehabilitation and integration.
- As the important traditional religious groups of French politics are diminishing, much attention is being shedding to minority groups including the religious ones. Among all Islamic groups are emerging as more active, famous, and vibrant. Therefore, the relationship and incorporation of religion and politics could enhance the social and political integration.
- Despite of Laïcité as the legal framework, the civil organizations still operate upon Christian schema. The bank holidays fall on catholic feast, the official holiday is Sunday, hospitals often restrain chapel of monarchial times, many restaurants offer fish on Fridays. Christianity is removed from constitution, but it is visibly or invisibly penetrated into local organizational structure, yet the French society only debate and raise objections on the public practices of other religions. This duality needs to be addressed in a society recently competing with the effects of religious diversity.
- Though the awful anti- immigrant, anti-Islamic movement and the inciting statements from French Right-Wing politicians put much suspicion and negativity, one positive thing could come out of it; attention drawn to sufficient rise of Muslim population and their participation into French political process. This could motivate the French state officials and policy makers to accept the freedom of conscience and its applicability on Muslims as well. Steps like inclusive *laïcité* introduced by French Interior Minister Bernard Cazeneuve in 2015 could further broaden the scope of dialogues on French Islam; Emanuel Macron also shown his commitment to create a *Islam of France* that could save the national value of Laïcité as well is immune to radicalization of Islam (Piser, 2018). But creating a French version of Islam itself could be a negation of State's official policy 'the state is not permitted to interfere in the

management of religion or in theological questions. President Macron must need to check with the consuming condition of Laïcité to manage the religion without taking in to state affairs.

- Few important steps must be taken from the government, like; catering the marginalized immigrant population through economic opportunities, special efforts should be made for Muslim social integration through education, counseling and policy-making, serious initiatives must be taken to counter anti-Muslim French mindset through mainstream media.

CONCLUSION

The statements mentioned above are not easy to accept or to refuse. One point is explicitly understood that in a group life, people need some degree of collective identity as it is necessary for their cultural consistency, social cohesion, and political integration, not to conflict but to embrace all at once. However, to determine the merit and criteria for an identity that could transpire or cease to be *French*, is never clear. Theoretically the French notion of identity affirms universalism, but in practice it is inflexibly enlarging only as far as the basic identity. In a well written book “*Your People, My People; Your God, My God: French and American Troubles Over Citizenship*” by Norman Ravitch where he reminds French historical origin from religious monarchy. He said that unlike any other European identity, the French identity has not exclusively fashioned a fantasizing ideological outset that had been taken out from the traditional societies of eighteenth century. A much more deep, promising, and mystic vigor is involved, which is most possibly none other than “*religion*”. Religion has the greatest strength to safeguard the epitome of national identity, surely not without creating the controversies, dilemmas, and hypocrisies (Ravitch, 1997). The French model for integration and assimilation; *Universalism and Laïcité*, had never succeeded in establishing an exemplary system that could entirely abundant the politicization of religion, removal of faith-based public expression and the reduce in clash of a fixed national identity with the subsidiary identity which is equally powerful. The gist of the case of France is that secularism is not a value-neutral ideology, hence needed a review and reconsideration.

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ACCOUNTABILITY, GOVERNANCE AND STRUCTURE OF NON-PROFIT ORGANIZATIONS: EVIDENCE FROM GHANA, SOUTH AFRICA, AND ZIMBABWE

Farhan Ahmed, Salman Bahoo, and Arslan Ayub

ABSTRACT

This paper aims to critically examine and compare the structure, governance, and accountability's development and presentation by five non-profit organizations through their official websites for their stakeholders. These five non-profit organizations belong to South Africa, Ghana, and Zimbabwe are surveyed by applying content analysis as a case study and ranked between 1st to 5th position. We found that the Nelson Mandela Children's Fund that belongs to South Africa is at the top position in developing and presenting the best structure, governance, and accountability mechanism towards its stakeholders. The study presents theoretical contribution for non-profit organizations literature, with practical implications that the Nelson Mandela Children's Fund could be considered a model foundation by existing and prospective non-profit organizations. The findings of the study also open another useful debate that developing countries, such as Pakistan, Portugal, Bangladesh, and Afghanistan communities can use these models of non-profit organizations to overcome multiple community issues, like poverty, women and child harassment, clean water, and food security.

Keywords: Non-Profit; Organizations; Governance; Accountability; Financial Reporting; Stakeholders; Developing Countries.

INTRODUCTION

The complexity of the financial and economic system, political concerns, and global financial crises resulted in fraudulent activities at high and low levels. The moral issues and barriers to the prosperity of a nation, good governance and weak economic growth are fruits of various

frauds (Bardhan, 1997; Said, Alam, Abdullah, Herda, & Zulkarnain, 2016; Said, Alam, & Khalid, 2016). Both for-profit and non-profit organizations (NPO) are affected due to fraudulent activities. In global governance culture, the NPOs are strongly considered to be followers of corporate integrity systems (CISs) to promote their accountability (Doig, 2013; Doig & Norris, 2012). The term accountability is very vast in its meaning, and there is no consensus on its definition. However, Lawry defined it as: “accountability is a willingness to endure public scrutiny, even an invitation for the public, to scrutinize the behaviour of the organization’s leadership” (Lawry, 1995).

Edwards and Hulme (1995), argue that for NPOs, accountability is essential to improve their legitimacy. In the case of NPOs, multiple financial scandals have been highlighted in the USA, such as United Way of America, New Era Philanthropy (Stecklow, 1997); Episcopal and Baptist churches (Greene, 1995); and Adelphi University (Thornburg, 1997) that have spoiled the credibility of the NPOs. The analysis and critical review of NPOs structure, governance, and accountability are essential to protect community resources. The structure, governance, and accountability are interlinked and highly dependent on each other. Corporate governance is a widely used concept and covers a range of definitions, like “Corporate governance [is] the design of institutions that induce or force management to internalize the welfare of stakeholders” (Tirole, 2001, p. 4). The concept of corporate governance can be extended to all types of institutions and no longer restricted to a non-profit organization (Jegers, 2009).

The funds of NPOs belong to society, and there is much moral responsibility of NPO managers as compared to for-profit organizations. The proper structure and mechanism of governance and accountability are essential for NPOs to maintain public trust (Ebrahim, 2003). The purpose of this paper is to review these three elements as a case study in NPOs. Specifically, the principal objective of this study is to answer the questions; *what is the basic structure of NPOs?, how are these NPOs different in terms of governance?, how do these NPOs develop their accountability to stakeholders through their websites? and how are these NPOs different in terms of accountability?*

In essence, five NPOs listed on Community Foundations Atlas (CFA) have been analyzed. These NPOs belong to South Africa, Ghana, and

Zimbabwe. The names of the NPOs are (i) Nelson Mandela Children's Fund, (ii) Newmont Ahafo Development Foundation, (iii) South Africa WHEAT Trust, (iv) Uluntu Community Foundation, and (v) UThungulu Community Foundation, respectively.

This study is unique from previous studies in multiple ways; first, it is different in terms of NPOs selection for the case study which belongs to three African countries. Second, it addresses different research questions, and third, this study applies a qualitative method which consists of exploratory case study coupled with content and descriptive analysis.

This case study of NPOs is selected from Community Foundations Atlas (CFA) and has several implications of theoretical and practical nature. First, it adds in theoretical literature related to accountability and governance of NPOs. Second, it provides a comparative view of five NPOs working in different developing countries, and third, this study has practical implications for the stakeholders of these NPOs to know about the accountability and governance status. Fourth, the model of these NPOs is useful for developing countries like Pakistan, Portugal, and Bangladesh.

The study has few limitations as; first, the conclusion regarding the accountability status of NPOs is only based on the data they published. Second, the sample of the study is small, and before generalizing the findings of this study, an in-depth review of a large sample essential. The rest of the paper is organized as follows: section 2 and 3 present literature review and methods. Section 4 gives details related to analysis and discussion. Finally, section 5 presents conclusion, implications, and limitations.

LITERATURE REVIEW

The NPOs around the world prove to have useful contributions in resolving several social issues, such as poverty, hunger, birth control, and establishment of the war refugee issues (Kaltenbrunner & Renzl, 2019). The literature on non-profit organizations (NPOs) is developing, especially in the 21st century, because these organizations have become highly professional like for-profit organizations (Josserand, Teo, & Clegg, 2006), consequently governments also demand higher accountability from non-profit organizations (Eikenberry & Kluver, 2004). These developments lead NPO managers and boards to struggle and improve governance mechanisms (Anheier & Salamon, 1999). The word governance is not

restricted to NPOs, however, researchers and controlling bodies are widely concerned about NPOs governance systems (Jegers, 2009).

In the governance point of view, the traditional theory of governance informs us that the managers are separate from owners of the profit in the case of for-profit organizations (Fama & Jensen, 1983). A traditional principle-agent relationship exists between managers and owners. However, it is unclear who is the actual owner of the NPOs (Anheier, 2005). However, Jegers (2008) explains that many stakeholders have a stake in NPOs, which may be affected due to the activities of NPOs. Puyvelde, Caers, Bois, and Jegers (2011), list the potential stakeholders of NPOs as interface stakeholders (board members); internal stakeholders (managers, employees, operational volunteers); external stakeholders (suppliers/contractors, competitors, organizational partners); and most importantly, the donors. Recently, Xue and Niu (2019) examined the relationship between several measures of governance and transparency of 200 Chinese NPOs. They found that NPOs, which have good governance, are more transparent as compared to weak governance organizations.

The debate on governance without considering or discussing accountability is not complete. Edwards and Hulme (2002) define accountability as “how individuals and organizations report to a recognized authority, or authorities, and are held responsible for their actions”. The governance mechanism of accountability is discussed by researchers, especially by accounting researchers through transparency which links the interest of shareholders and management with internal & external audit, control system, and financial reporting (Brennan & Solomon, 2008). Cohen Krishnamoorthy, and Wright (2004), examined the association between financial reporting quality as a proxy for accountability (transparency) and corporate governance mechanisms. The accountability mechanism has become prominent within accounting, and financial reporting, and voluntary disclosures by organizations to the stakeholders (Brennan & Solomon, 2008).

Discussions and analysis of accountability are joint in public and private businesses. The trust related to NPOs is questionable due to growing news in the media. Therefore, the reporting standards are essential for the NPOs. Recently, Breen Cordery, Crawford, and Morgan (2018) surveyed the stakeholders of 176 countries related to NPO reporting. They found that stakeholders wish to see the reporting requirements and

standards of NPOs. However, literature related to the accountability of NPOs is at a developing stage, and more research is essential. Kearns (1994) examines the strategic management of accountability in non-profit organizations. He examined the general concept of accountability, its definition and framework, and then linked it with NPOs and presented a framework to examine and measure the accountability in NPOs. In another study, Jeong and Kearns (2014) critically examined and analyzed the accountability of Korean NPOs. They studied 271 organizations through an interview survey and reported four standard components of the Korean accountability obligations i.e. integrity, civic engagement, inter-organizational partnership (activist-oriented and professionalism-oriented). Thus, NPOs accountability towards its stakeholders is an essential topic of discussion and analysis.

Most of the scholars reported that external control system of the NPOs is not working well as compared to the for-profit organizations and there is a need to improve the NPOs internal systems, such as structure, governance, and accountability toward the stakeholders (de Andrés-Alonso, Cruz, & Romero-Merino, 2006). Bhardwaj and Vuyyuri (2005) surveyed the board characteristics, such as structure, process, and inputs for NPOs in India. They provide an empirical finding that board inputs and three process variables are essential in explaining board effectiveness in NPOs. Recently, Shava and Thakhathi (2016) conducted a critical study to examine the ethical governance principles of NPOs working in Zimbabwe. They conducted semi-structured interviews and concluded that some organizations are following sound governance principles, while some are not following it that leads to conflict with the government. The functional literacy of the NPOs in South Africa is examined and analyzed by Mulaudzi, Klu, and Ramakuella (2015), through self-developed questionnaires. They conclude that functional literacy of the NPOs is dependent on two elements, self-perceived levels of competence and level of importance they attached to functional literacy items, which ultimately affect the structure of NPOs.

Keeping in view the literature of NPOs structure, governance, and accountability, a research survey, and an in-depth review is warranted. However, an appropriate methodology or procedure is prominent for this activity. Kensicki (2003), analyzed the credibility of non-profit organizations through official websites. They presented a unique model and analyzed how web pages play a vital role in credibility. Recently, in another

study, the utilization of the internet by the NPOs and effect of this utilization on multiple factors of NPOs is examined by Lee, Chen, and Ruidong (2001).

By following the methodology of Kensicki (2003), Lee et al. (2001), Brennan and Solomon (2008), and de Andrés-Alonso, Cruz, and Romero-Merino (2006) this research study will explore and examine the following research questions:

1. What is the basic structure of NPOs?
2. How are these NPOs different in terms of governance?
3. How do these NPOs develop their accountability to stakeholders through their websites?
4. How are these NPOs different in terms of accountability?

RESEARCH METHODOLOGY

Figure 1 presents the qualitative methodology of this study. The qualitative methods are reliable and widely used techniques in social sciences (Given, 2008). We applied exploratory case study approach (Khalfan, 2004) coupled with descriptive and content analysis (Gaur & Kumar, 2018; Paltrinieri, Hassan, Bahoo, & Khan, 2019; Bahoo, Saeed, Iqbal, & Nawaz, 2018). This study follows the methodology of Kensicki (2003), Lee, Chen, and Ruidong (2001), Brennan and Solomon (2008), and de Andrés-Alonso, Cruz, and Romero-Merino (2006), to explore the answer to the research questions. Content analysis confirms the validity of knowledge, information, and data (Potter & Levine-Donnerstein, 1999). Our methodology consists of the following steps:

Selection of Sample and Logic

Non-profit organizations operating in African countries were analyzed in this study. The sample selection criteria are as follows. First, the NPOs are selected for this study as it is strongly believed that their funds belong to society, and the structure, governance, and accountability of NPOs are essential for the benefit of social welfare. Second, NPOs from African countries are selected as these countries have the most modern and large NPOs in the world due to the prevalence of poverty and other issues. Third, random sampling was applied to select the NPOs and the countries where they operate, such as South Africa, Ghana, and Zimbabwe. Fourth, the NPOs must be in the database of Community Foundation Atlas (CFA), which keeps the directory of the NPOs. As a result, the final sample of the study consists of five NPOs.

Data Collection and Period of Study

The data related to the NPOs were collected from CFA, which is the world's first community foundation. The CFA database provides the platforms to non-profit foundations (organizations). The CFA collects necessary information about the listed NPOs, such as locations, assets, role, and achievements (Community Foundation Atlas, 2018). The year 2017 is selected for qualitative analysis as this year is considered to be particularly important for NPOs. In 2017 the Forbes reported three latest trends related to NPOs; (i) humanize your marketing, (ii) use of mobile technology for donations, and (iii) human connection as an essential element.

Details of Variables and Analysis

The details of variables observed during this analysis related to the structure, governance, and accountability of NPOs during the year 2017 are as follows.

Comparison of the Structure of the NPOs

The comparison of these five NPOs is prominent at this place to know about the structure and what are their primary purposes, achievement, and operational methods. The analysis of their structure will be useful for other developing countries to overcome multiple issues (see table 1).

NPOs Governance

The following indicators of governance are observed during material survey and content analysis of NPOs; board size, number of meetings of board, executive committee, founders committee, number of outside members on board and institutional donors in the board (Brennan & Solomon, 2008) (see table 2).

NPOs Accountability

Accountability is one of the vital topics of discussion for NPOs because much moral responsibility is attached to the NPOs funding. The accountability indicators of these five NPOs are critically surveyed, and the content is analyzed by following the study of Brennan and Solomon (2008). The following indicators were reviewed: publication of independent audit report, the publication of governance report, adoption of IFRS, information about the transparency in project funding and availability of finance and audit committee (see table 3).

ANALYSIS AND DISCUSSION

The five non-profit organizations selected randomly from CFA database are based on a single criterion that the NPOs must have a website and

belong to South Africa, Ghana, and Zimbabwe. To fulfil the study objectives, we examined the website, reports, and internet material published by these NPOs. All the sources were critically content analyzed based on the key points which were carefully selected based on published literature. Furthermore, they were also ranked from 1st to 5th position based on their results. The first position means the excellent and the fifth means the poorest among five NPOs.

Structure of NPOs

Out of five NPOs Nelson Mandela Children's Fund, South Africa WHEAT Trust and Uthungulu Community Foundation belong to South Africa. The remaining two NPOs, Newmont Ahafo Development Foundation and Uluntu Community Foundation belong to Ghana and Zimbabwe. The core objectives of these five NPOs are to promote child development, pursue women-led projects and empowerment, work on community welfare, and aid community growth and development, respectively. Generally, all these NPOs are working in the various sectors for the social benefits of communities on issues of education, food and poverty, fundamental human rights (safety, respect, avoid harassment), provision of basic necessities of life (house, shelter, and electricity), research and youth development, and social entrepreneurship, respectively.

Individually, all NPOs are reviewed and examined through their websites. The analysis, opinions, and discussions about them are dependent on their presentations, such as what they are, how they are working, and what are their primary objectives? These NPOs were surveyed and compared them as the results illustrated in Table 1. Based on our key points and comparison, we ranked these NPOs between as the Nelson Mandela Children's Fund ranked as first; UThungulu Community Foundation ranked as second and Newmont Ahafo Development Foundation; South Africa WHEAT Trust, and Uluntu Community Foundation, were ranked as third, fourth and fifth positions respectively (table 1). The study concludes that the best NPOs in terms of the structure is the Nelson Mandela Children's Fund which accurately presents its overview, objectives, board, staff, organogram, projects, and any other related information to the stakeholders through their websites. The poorest in the presentation is the Uluntu Community Foundation, which is unable to present their structure to the donors and stakeholders accurately.

However, we conclude and recommend that these NPOs need to accurately present their structure to improve stakeholders trust and fulfil their

social responsibility. The improvement in the structure of the NPOs will also lead towards the reasonable confidence of the stakeholders and donors.

Table 1. Survey and content analysis of NPOs structure.

Name of NPOs/ Indicators	Nelson Mandela Children's Fund	Newmont Ahafo Development Foundation	South Africa WHEAT Trust	Uluntu Community Foundation	UThungulu Community Foundation
Official Website	www.nelsonmandel achildrensfund.com	www.nadef.org	www.wheattrust. co.za	www.uluntu.org	www.ucf.org.za
Year of Establishment	1995	2008	1998	2008	1999
Founders	Mr. Nelson Mandela	1.Newmont Ghana Gold Limited 2.Ahafo Social Responsibility Forum	Community	Community	King Goodwill Zwelithini
Country Main Objectives	South Africa -African child development -To avoid the child absence of hunger, abuse, exploitation, and homelessness.	Ghana 1.Empower community through a. grants b. knowledge-sharing c. partnership d. capacity building to achieve sustainable development.	South Africa 1.Women-led organization 2.Empowerment of women through education and skills training.	Zimbabwe 1. Community development 2.Community empowerment 3.Eliminate hunger and poverty	South Africa 1.Community development 2.Community growth 3.Empower the community 4.Socio- Economic development
Number of Offices	1.South Africa, 2.United Kingdom, 3.USA	Ghana	South Africa	Zimbabwe	South Africa
Main Projects	1.Child survival and development 2.Child safety and protection 3.Youth leadership 4.Sustainable liveli- hood	1.Education projects 2.Electricity projects 3.Housing projects 4.Clean water projects 5.Health projects	1.Eudcation and training 2.Grants to women-led organizations 3.Seed funding's	1.Social entrepreneurship 2.Education 3.Food security and livelihood 4.Research	1.Youth development projects 2.Education projects 3.Projects for villages
No and Amount of Projects Completed	780 projects of Rs. 36 million	No information given	No information given	No information given	250 persons get benefits with Rs. 5.01 million grants
Ranking based on Survey from (1st to 5th position)	1st position	3rd position	4th position	5th position	2nd position

Note: Table 1 represents the main indicators which are surveyed and analyzed to compare structure of NPOs. Author's contribution.

Governance of NPOs

In-depth analysis of the governance mechanism of these NPOs was conducted based on indicators by de Andrés-Alonso, Cruz, and Romero-Merino (2006) to find the answer to the second research question. Based on the critical survey and content analysis, the five NPOs were ranked between 1st to 5th position as given in table 2.

The governance of the NPOs is a very prominent element because it is directly and indirectly linked with accountability. In the case of social organization, accountability is most famous due to public money. As per our

findings, the Nelson Mandela Children’s Fund and Newmont Ahafo Development Foundation have reasonable responses related to the governance mechanisms in NPOs. The remaining three are exceptionally low in terms of governance mechanism and reporting. It is vital to discuss here that the Nelson Mandela Children’s Fund is best NPOs in terms of governance mechanism due to following reasons: first, it issues governance report as part of their annual report for the stakeholders. Second, it has four independent committees under board; (i) management trustee committee, (ii) human resource, remuneration, and nomination committee, (iii) development committee, (iv) finance and audit committee, brand and marketing committee and investment committee. Finally, this NPO is highly focused on governance mechanisms and on updating their stakeholders.

The second NPO, Newmont Ahafo Development Foundation shows a proper the governance mechanisms. This NPOs has a proper board with regular board meetings, and it also contains two essential committees under its governance mechanism, such as (i) sustainable development committee and (ii) stakeholder engagement committee. Overall, the governance of the Nelson Mandela Children’s Fund and Newmont Ahafo Development Foundation is reasonable; however, it needs much improvement and adoption of more governance rules to better present the reports to the stakeholders and donors, especially.

Table 2. Survey and Content Analysis of NPO Governance.

Name of NPOs/ Indicators	Definition/ Measurements	Nelson Mandela Children’s Fund	Newmont Ahafo Development Foundation	South Africa WHEAT Trust	Uluntu Community Foundation	UThungulu Community Foundation
Board Size	No of members on board (trustee)	23	9	6	6	7
Board meetings	If meeting conducted yes, otherwise No and number	Yes, 1	Yes, 2	No	No	No
No of Committees	Number of total committees	6	2	No	No	No
Executive Committee	Dummy variable Yes (1) or No (0)	Yes	NO	No	No	No
Founders Committee	Dummy variable Yes (1) or No (0)	Yes	NO	No	No	No
Outside Member on Board	No of outside members (trustees) on board	No	No	No	No	No
Institutional Donors on Board	Dummy variable Yes (1) or No (0)	yes	No	No	No	No
Organogram available on website	Dummy variable Yes (1) or No (0)	Yes	No	No	No	No
CEO duality	Chairman and COE are same, Yes otherwise No	No	No	No	No	No
Ranking based on Survey from (1st to 5th position)		1st	2nd	5th	4th	3rd

Note: Table 2 shows the survey and content analysis of governance mechanism of five important NPOs

*which are studied in this paper as case study. *Yes, means the information given and No means no information is given on website and in other material. Source: Author's contribution.*

Accountability of NPOs

The third and fourth research questions are how these NPOs develop their accountability to stakeholders through their respective websites and how are these NPOs different in term accountability? We surveyed the accountability of these five NPOs based on crucial elements/indicators (Brennan & Solomon, 2008) through their websites and further, we also compared these NPOs in terms of accountability indicators and ranked them between 1st to 5th position as given in table 3. First, we review and discuss the accountability development by each NPOs through their website for their stakeholders.

Nelson Mandela Children's Fund is a South Africa based NPO which primarily aims to work for the development of African child welfare. The NPO was started in 1995 by the Nelson Mandela, and up till now, the NPO has completed 780 projects of Rs. 36 million. The NPOs regularly publishes an annual report each year without any break and with a reasonable size of 57 pages. Their reports accurately present the information and details about operations, projects, and financials of the organization.

Moreover, they also report and present an independent auditor report with financial statements. The Nelson NPO surprisingly presents the information about the IFRS which are adopted by the fund as per rules, which make them accountable just like other businesses and for-profit organizations. Another prominent element of their presentation is the governance statement and governance report for their stockholders, which is less common in the NPOs. The Nelson fund also has its independent financial and audit committee, which performs the audit and is responsible for internal audit and control. In case of funding accountability, this NPO follows systematic and defined criteria of funding to the project which is also available to the stakeholder on the website. This matter is recognizable because, in the presence of systematic procedures and criteria, it is challenging for a member of management and board to make a personal decision based on favoritism and nepotism. This NPO is best at presenting their accountability to stakeholders through their website, and it can be called self-motivated accountability. However, we recommend providing information and adding outside trustees to the board, which should not be an employee of the foundation.

The second firm as per ranking is the Newmont Ahafo Development Foundation, which is a Ghana-based NPO established in 2008. The main objective of this foundation is the development and empowerment of the local community in Ghana. They successfully present themselves accountable through their website to their stakeholders but lack in the following areas: governance reporting, criteria & rules of funding projects, and absence of independent committees. We recommend that this foundation follow the Nelson foundation to improve their accountability carefully.

According to the results, the UThungulu Community Foundation ranked 3rd position. It was started in 1999 by King Goodwill Zwelithini in South Africa. It reports multiple factors, such as an annual report, projects, financial, and audit report. However, this foundation needs to focus on the governance mechanism, which is completely missing in their reporting of all kinds through the website.

We allocate the fourth and fifth positions to Uluntu Community Foundation and South Africa WHEAT Trust, which are from Zimbabwe and South Africa and were established in 2008 and 1999, respectively. The main objective of Uluntu Community Foundation is to work for the betterment of the community and South Africa WHEAT Trust, specifically concentrates on women's welfare and empowerment. Both foundations/trusts are unable or fail to be accountable to stakeholders through their websites due to the following reasons: no reporting of annual reports, no reporting of audit and financial reports, no information related to governance, and no information about funding criteria are presented transparently. It is highly recommended to follow the primary governance and accountability principles of being accountable to stakeholders.

Finally, on comparison of accountability of all five NPOs, the Nelson Mandela Children's Fund has the best presentation of their structure, governance and developed a unique accountability mechanism for the stakeholders, primarily through their website. The position of the Nelson fund will help them capture the trust and importance of stakeholders because the donors are much concerned about the funds, thus building a good relationship with donors is essential, and this development of accountability through the website is helpful for the foundation as well. The Nelson Foundation is an exemplary model for the already existing as well as prospective NPOs to follow the good structure, governance, and accountability mechanism.

Table 3. Survey and content analysis of NPOs accountability

Name of NPOs/ Indicators	Definition/ Measurements	Nelson Mandela Children’s Fund	Newmont Ahafo Development Foundation	South Africa WHEAT Trust	Uluntu Community Foundation	UThungulu Community Foundation
Publication of annual reports about operation and finances, 2017	Dummy variable Yes (1) or No (0)	Yes	Yes	No	Yes (report up to 2014 available not 2017)	Yes
Publication of independent audit report 2017	Dummy variable Yes (1) or No (0)	Yes	Yes	No	Yes	Yes
Publication of governance report, 2017	Dummy variable Yes (1) or No (0)	Yes	NO	No	No	No
Finance and audit committee	Dummy variable Yes (1) or No (0)	Yes	NO	No	No	No
Adoption of IFRS	Dummy variable Yes (1) or No (0)	Yes	Yes	No	No	No
Transparency in funding (criteria given)	Dummy variable Yes (1) or No (0)	Yes	NO	Yes	Yes	No
Quality of annual report	Number of pages in annual Report	57	47	No	25	28
Remarks		1st	2nd	5th	4th	3rd

Note: Table 3 represents the survey and content analysis for the accountability indicators for these five NPOs. *Yes, means the information given and No means no information is given on website and in other material. Author’s contribution.

CONCLUSION AND STUDY IMPLICATIONS

In this paper, five randomly selected NPOs from a database of Community Foundation Atlas (CFA) were reviewed, examined, and critically analyzed based on criteria that the NPOs should have an official website. The five NPOs, Nelson Mandela Children’s Fund, Newmont Ahafo Development Foundation, South Africa WHEAT Trust, Uluntu Community Foundation, and UThungulu Community Foundation were surveyed, and content analyzed as per above-defined criteria.

The four prominent research questions were addressed under this case study to know the basic structure of NPOs, how they differ in governance practices, how they develop accountability through their website and how they vary in terms of accountability practice. The results of our critical review show that Nelson Mandela Children’s Fund from South Africa is at the top position as per our ranking presented in the analysis, in all three categories, such as structure, governance, and accountability. Moreover, the Newmont Ahafo Development Foundation from Ghana is in the second position. The findings of this study have the following implications. First, the article contributes to the literature related to NPOs structure, governance, and accountability. Second, the methods applied in this study could be useful for the researchers to qualitatively examine the

presentation of the structure, governance, and accountability of the NPOs. Third, the findings are useful for the donors of these five NPOs to know their responsible behaviour. Fourth, the findings are useful for the managers and practitioners of the NPOs that if they improve the presentation of the structure, governance, and accountability towards the stakeholders, it will result in a good reputation and increase in donations. Finally, we recommend all the NPOs to follow the model of Nelson Mandela Children's Fund to improve the trust of their stakeholders and to better serve the community, because NPOs should take self-moral responsibility to perform well.

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OBOR: MULTIDIMENSIONAL CHINESE INITIATIVE

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ABSTRACT

The purpose of this research is to highlight the Chinese multidimensional One-Belt-One-Road (OBOR) Initiative. Therefore discussion on its economic, social & political dimensions is pertinent. Challenges that OBOR will face domestically and on international level have been discussed. This mega initiative that has six corridors was revealed by the China's President Xi Jinping in 2013. It is generally believed that OBOR is the revival of ancient Silk Routes. CPEC is one of the six corridors of OBOR. Since CPEC is directly connected with China and Pakistan, both will reap the benefits of OBOR. The cultural and historical background of the ancient Silk Road with old civilization has been briefly focused. In the political dimension and scope China has tried to establish brotherly relations with its neighbors, European States and African States. This article has highlighted China's intention for the regional integration through OBOR. A detailed analysis of all corridors of OBOR is the main research problem. The qualitative research method on the topic was adopted by reviewing secondary literature available. The content analysis has been given primal importance because significant theoretical portion of this research has been taken from books, online and printed journals, web resources, and newspapers, through media channels and seminars. OBOR is being viewed as China's grand ambition to dominate Asia though mainly it is trade and economic integration but political and security challenges have strong implications.

Keywords: OBOR; Silk Road; Trading Routes; Cultural Exchange; China, Pakistan; CPEC.

INTRODUCTION

One-Belt-One-Road (OBOR) is a multidimensional Chinese initiative. It is a combination of the land-based Silk Road and the Sea-based 21st

century Maritime Silk Road. OBOR is an initiative to create a shared future for mankind that would link China to the rest of the world as the idea was put forwarded in 2013 by the Chinese president Xi Jinping. Although the OBOR was initiated by Xi Jinping but it was promoted by Premier Li Keqiang while on the state visits to Asia and Europe. It could be achieved by full use of domestic and international markets by establishing one unified huge market that would entail major cultural exchange through mutual understanding. Contribution of capital, talent and technology will give it innovative shape. Chinese culture is based on the philosophy of Confucianism, Taoism and Buddhism. They totally differ and oppose the values of monotheism. For the revival of community of common values along Silk Road civilization will be established on Chinese philosophy of having strong humanitarian grounds. It will connect the populous and countries of different ideologies.

OBOR is the largest initiative of the present history mainly in the context of infrastructure gap and other investment projects. The world leaders gathered in Beijing to hear China's plan for global trade One-Belt-One-Road Initiative. "Nearly 70 countries and international organizations have signed for the mega infrastructure project" (Huang, 2017). OBOR would connect more than 65 countries that would encompass 62% of the world's population, around 35% of the world's trade and over 31% of the world's GDP (Brown, 2018). It will take the form of a series of highways, railways, ports, facilities for energy, telecommunications, healthcare and education.

It was proposed that China will be connected with the world through new roads, ports, infrastructure and development of railways. OBOR initiative is to revive ancient Silk trading routes. It would bring connectivity, economic and social cooperation along OBOR routes, will be between China and the rest of Eurasia. OBOR is the combination of six trade corridors that mainly cover Eurasia and periphery of Pacific, North and East Africa.

According to the proposal given in the 13th five year plan by the Central Committee of Communist Party of China (CCP) that One-Belt-One-Road (OBOR) was considered to be constructed in three phases (Xiguang, 2016). The central committee in the plenary meeting of the 18th Congress was held at Beijing in November 2015. The Central Committee targeted two main goals to be achieved: Firstly, an active participation in the global activities and provision of goods to facilitate public institutions

for this purpose of interests; Secondly, to embark work for the enhancement of strategic plan through One-Belt-One-Road with active cooperation among the countries along OBOR and in the regions to achieve maximum benefits. “President Xi has set five goals: It is meant to serve as connection of policy, road trade, currency, and especially meeting of hearts” (Xiguang, 2016). China thought that OBOR along with investments would establish a region of shared destiny, consisting of countries along the routes. This region would likely form a new belt of civilization through shared values and interests.

A leading group for the achievement of One-Belt-One-Road was formed in late 2014. These committee reports composed by several political heavy weights were directly submitted to the State Council of the People’s Republic of China. Vice Premier Zhang Gaoli is also a member of the 7-Men Politburo Standing Committee (Wikipedia, 2018). It has been envisioned that OBOR has worthwhile potential to accelerate economic growth and infrastructure investment across the Asia Pacific including Central and Eastern Europe.

RESEARCH PROBLEM

OBOR is still in initial stage. Countries along OBOR projects have expressed their political concerns, reservations and interests. A detailed analysis of OBOR corridors is the main research problem. Nature of the OBOR problems has been categorized into the fields of politics, economic and social phenomenon. No research has been done so far on the consequences of OBOR on the states directly linked with it. This research has been undertaken for the purpose of ascertaining the effects of OBOR on the domestic and international level.

RESEARCH OBJECTIVES

To discuss the nature of economic connectivity among the states which is OBOR, s one of the main objectives.

1. How the social integration will take place i.e. people to people contact will come into being once OBOR is established.
2. To investigate the political repercussions keeping in view the anti OBOR policies of US, India and other states.
3. To investigate the political repercussions keeping in view the anti OBOR policies of US, India and other states.

RESEARCH METHODOLOGY

As far as the research method is concerned, it is a qualitative research. Material has been extracted mainly from secondary sources such as, books, articles in journals and newspapers. Original sources include the policy statements of the President of China, Prime minister of China. The statements of the Minister-in-charge of CPEC in Pakistan. Policies of other major states like US and India who are directly concerned with OBOR or who will be directly affected by novel initiatives have been analyzed as content analysis instrument.

LITERATURE REVIEW

OBOR Initiative was proposed by the Chinese President Xi Jinping in the year of 2013 therefore no sufficient literature on this specific topic is available as yet. But it would be worth mentioning that important data for the current study has been collected from the books, journals, articles, and newspapers. An economist Tufail (2017) has contributed valuable insight of Chinese initiative on the One-Belt-One-Road (OBOR) with discussion on the annual trade scope and regional connectivity of China. He has discussed in detail all the OBOR corridors. Xiguang (2016) has dissipated the information about China's OBOR implementation phases and major goals. According to Xiguang that China wants the participation of other countries in this project through a dynamic civilization approach. CPEC as a main component of OBOR initiative will act as a connecting bridge among China, Central, South Asia and the Middle East countries through Arabian Sea and Persian Gulf. CPEC of OBOR would expand economic and trade expansion benefits for the people of these regions. Review of historical analysis of diverse nations; their cultural similarities, and dissimilarities promoting cultural bond among them. Similarly, Huang (2017) has highlighted the event of the Summit held at Beijing about Chinese plan for global trade generally and for the One-Belt-One-Road Initiative specially has been overviewed. Hong (2017) presented China's rise in the global scenario through infrastructure, development, and connectivity. The major financial contribution of the Asian Infrastructure Investment Bank (AIIB) is to facilitate through capital loans and other services. It would accelerate infrastructure development work under OBOR initiative. It will also provide investment channel for Chinese companies to enhance their manufacturing capacity. It has been reviewed that China's OBOR initiative is exceptional traditional economic operation concept. Compare to other such models in the region to bring

infrastructure connectivity. China is trying to adjust its strategies and policy coordination with the countries that have concerns and reservations. There is a need to build trust at political level with the countries along OBOR (Hong, 2016). A brilliant review on the China's 21st century Maritime Silk Road Initiative (MSRI) identifies Chinese narratives along MSRI, its features objectives and challenges affecting its implementation. That can be political as well as economic level to achieve benefits. Distinctly, Beijing analysis the MSRI promoting diverse objectives at their sub-national level. This review disregards the multi challenges to Beijing grand MSRI and suggests some of the negative interpretations are unwise. China has to make sure that it must implement MSRI scheme fully and plan a head what will be the consequences of MSRI and political and economic scenario. As there are multi-cultural populous along MSRI (Blanchard, 2017).

Some researchers like Cai (2017), has opined that OBOR ambitious economic policies would strengthen Beijing's economic leadership. It will be done through the means of infrastructure in the region. One of the objectives is to upgrade and cater China's underdeveloped areas. She has to utilize her excess production for the development of under developed areas. Researcher views that Beijing's desires to export China's technological and engineering standards by using OBOR initiative are viable whereas Chinese policy makers are rejecting this idea of upgrading the industry. Another researcher Brown (2018) clearly identified the general information about Chinese belt and road initiative. He has highlighted goals which China wants to achieve through OBOR initiative. He has deliberated about OBOR Corridors, key port cities, countries involved in the initiative and the financial support expected from world institutions (Brown, 2018).

Moak (2018) presented the analysis of critics Mendis and Wang have concluded OBOR as a 'debt trap' for the stock holders of developing countries particularly for Sri Lanka and Pakistan. Number of other critics like Wells, Tonga and Vanuatu, who have the similar viewpoint about China's OBOR investments that will be spent on building 'useless houses' and 'roads to nowhere'. On the contrary, many major economies are supporting OBOR initiative except India and Australia. The European Union has not endorsed the unified policy towards China's OBOR initiative. European countries are confused as some are perceptive to Chinese investors whereas some are cautious demanding guarantees from

China (Corre, 2017). However, Winter (2016) advocates OBOR vision will transform the political and economic scenarios in Eurasia and Africa through infrastructure development network, energy, and latest technology. One of the OBOR's core aspects that are cooperation and people –to–people connection has been hardly discussed. The complex roles of culture and history play for the implementation of such mega initiative. It is being ignored by the media and experts too.

DATA ANALYSIS

Social Aspect: Civilization Belt along OBOR

For a comprehensive study of this multi-dimensional project, we have categorized it into social, economic and political aspects. By this method, OBOR will be understood in all its dimensions. A discussion will start with social aspect.

China's objective along OBOR does not only focus on its economic power but also as the cultural power. In the historical context, the "Silk Road empire had its own cultural sphere of governance and transportation to the farthest frontier areas to achieve trade benefits. Alexander the Great ruled the Silk Road from Greece, all the way to today's Afghanistan and Pakistan" (Xiguang, 2016). History witnessed the great presence of Hellenistic Kushan Empire in the western region of China through Gandharan art and Buddhism. The prosperous history of Silk Road began with the era of The Great Tang Dynasty, which had military power in Central Asia and had established religious, education and cultural networks with neighboring countries. The Chinese Buddhist students got the great opportunity of travelling through the Wakhan Corridor, the Karakorum Mountains and along the Indus River to their important religious places in Swat, Peshawar and Taxila (Xiguang, 2016).

China's OBOR initiatives are routed in history and inspired by the historic Silk Road, an extensive network of maritime and land routes for trade, communication and cultural exchanges that once linked China with the countries of Asia, Middle East and Africa to Europe (Hong, 2017).

China through OBOR initiative wants to establish brotherly relationships with neighbors and with European States by playing active role to shape the New World Order. China would achieve goals through development approaches, geopolitical and geo-economic cooperation. CPEC is hub of the OBOR. It is a region of ancient Silk trading routes.

This region has witnessed its rise and fall. The region where CPEC runs has five world's tallest mountain ranges, where the Amu and Indus Rivers sources exist. The western part of China is linked through trade routes of South Asia and Central Asia augmenting the great connectivity of social and cultural aspects in the region.

In this circle, many countries would have developed social and trade relations with China through tributaries. Wakhan Corridor had an ancient history; it was situated in between Karakoram and Hindukush mountains leading to China. The great number of monks, caravans, adventurers was used to travel.

The eminent scholar of Chinese history further elucidated that in the old Chinese and Confucius classic text *Yu Gong* has portrayed that the ancient Silk Road civilization encircles countries that include Tajikistan, Kazakhstan, Kyrgyzstan, Afghanistan, Pakistan and Iran. This study shows that Pamir was the area of great trade route. It passed through mountain ranges and the crossroads of the Silk Road from Central Asia, West Asia, South Asia and China. The Silk Road culture and nationalities have been maintained since ancient times. Initiative to establish Maritime Silk Road was not the reason behind the decline of Silk Road overland routes. Actually, in mid 1900s, Russia and England started expansion, concentrating on Western Asia, Central Asia and South Asia. Both countries started getting their influence in the Silk Road areas. This resulted in the blockage of the Wakhan corridor which was the busiest route of the Silk Road, linking China, the British India, Afghanistan, Central Asia and West Asia.

With the broad regional scope of OBOR initiative, China foresees re-establishing regional cultural relationship and political alliances. It is a commercial economic zone channel that will accelerate the human social interaction and would encircle the multi ethnic, religious, racial and cultural fusion. It has more of cultural zone platform than an economic zone.

Win-win cooperation along OBOR nation is must as it would bring mutual caring, development, and coexistence. These principles are entangled in the One-Belt-One-Road initiative. This novel idea about the OBOR would guarantee common prosperity, development and respect for social system of all nations in this initiative.

The German geographer Ferdinand Von Richthofen coined the term

Silk Road in 1877 on a map of the ancient Han dynasty. The trade routes that he used to propose from a new China to Europe rail road. In launching the OBOR in 2013, Xi Jinping invoked the same ancient Afro-Eurasian Silk Road linked by industry, information technology and rail road. The phrase ‘Maritime Silk Road’ only emerged in 1980” (Kuo, 2017).

The five major goals have been set under China OBOR initiative. The fifth one is people to people bonds. A successful geo-economic initiative deeply relies on the important mechanism of people to people bond to achieve multilateral cooperation and connectivity along OBOR routes and infrastructure development. It is widely acknowledged but hardly discussed by experts, scholars, and media. Many countries having a stake, including China in OBOR initiative, somehow miss the complex role of history and culture in this initiative. Role of Silk Road history and culture should be promoted on international forums. Chinese government is significantly playing its role through organizing festivals, exposing its heritage through museums and archaeological cultural surveys. UNESCO has recognized such thirty-four sites as outstanding universal value and worthy of its prestigious world heritage list (Winter, 2016).

One-Belt-One-Road (OBOR): Economic Aspect

The economic aspect of One-Belt-One-Road is a vision initiative of Chinese leaders. It is mainly economic initiative, which is based on Chinese ambitious foreign policy. It depicts China’s larger role in global affairs and trading network. It is meant to fill infrastructure gap along OBOR route, it ushers regional connectively and cooperation at all levels. The Silk Road Economic Belt (SREB) (land-based) and the Maritime Silk Road (MSR) (ocean-going) are collectively known as OBOR.

According to Cai, the Chinese visionary leaders encourage to participate in the process of regional economic integration and speed up the process of building up infrastructure and connectivity. He put forwards their view that the Silk Road Economic Belt and 21st century Maritime Silk Road create a new regional economic order (Cai, 2017).

These are OBOR’s five main goals: 1) the purpose of Policy Coordination is to encourage participating global corporations; 2) Financial Integration is to enhance the financial cooperation to face challenges, monetary risk, and settling currency exchanges; 3) OBOR intends to expand trade and investments among the countries for economic

cooperation; 4) OBOR is designed for greater connectivity among countries through building land corridors and Sea Ports; 5) Cultural Exchange is the most important goal along OBOR is to promote people-to-people bonds for better understanding corridor routes.

An authoritative voice about OBOR was heard from the Chinese Vice Foreign Minister Zhang Yesui who at the Chinese Development Forum on 21st March 2015, said that “The OBOR initiative is an economic cooperation proposal, it is not a tool of geopolitics”, and “it is not directed against any specific country or organization, but is a useful compliment to the existing international and regional institutions” (Hong, 2016).

Our emphasis on social aspects of ‘OBOR’ maintains that without deliberating history and culture of the countries in the region any success of OBOR is doubtful. OBOR cannot succeed without giving due importance and weightage to the role of history and culture.

Economic Infrastructure Corridor Networks

New Eurasian Land Bridge. It will be an international railway line, which includes 30 countries and is expected to be 11, 800 Km long. It will run from Western China to Western Russia through Kazakhstan. It will start from Chinese Xinjiang province in a horizontal line and ends up in Rotterdam in Holland, passing through Kazakhstan, Russia, Belarus, Poland and Germany. These are freight train routes. China has designed one policy along these routes.

China-Mongolia-Russia Economic Corridor. This corridor would start from the Northern China to Eastern Russia. It has two main routes and three countries, China, Mongolia and Russia. In September 2014 and in July 2015 in a summit, the heads of states of these countries agreed on to upgrade railways, highways besides renovation and transportation networks among the nations. After building up this corridor, the regional connectivity and economic growth would tremendously increase in the region. Also this would largely impact on the China’s economic ambitions at the global level.

The China-Central Asia-West Asia Economic Corridor. It would start from Western Chinese Xinjiang province to Turkey. This corridor would mainly cover Central Asian Countries through railways passing along Mediterranean Coast to Arabian Peninsula. Turkey is in the West Asia.

Seventeen countries are in the same region. In June 2015, a joint declaration was passed by China and the five Central Asian Countries to build the Silk Road Economic Belt. In the next year, the AIIB approved a loan of US\$ 27.5 million for Dushanbe-Uzbekistan Border Road improvement project in Tajikistan and in 2017 Nurek Hydropower Plant in Tajikistan was also announced to build (Brown, 2018). This corridor has the same route as that of ancient Silk Road.

China-Indo-China Peninsula Economic Corridor. This is ASEAN member countries corridor, who have already established economic integration. This corridor will start from Southern China to Singapore, through expressway and high-speed railway. It will connect China to the Indo-China peninsula, Vietnam, Laos, Cambodia, Thailand, Myanmar, and Malaysia. China wants to deepen ties among the countries along the corridor. These countries are being connected through cross-border motorways, roads, high speed rail network projects. Some projects within China have been completed and some are underway. The ASEAN and China have considered air route expansion by offering use of gateway city airports. The ASEAN countries are rich in oil, gas and coal resources, which will be used for energy generation hydropower projects.

Bangladesh-China-India-Myanmar Economic Corridor. The corridor comprises of four countries, Bangladesh, China, India, and Myanmar. It will start from southern China to Myanmar. Its route is Kolkata-Dhaka-Mandalay-Kunming which covers. It will be connected through motorways, rail, air and seaways and digital communication networks. It was proposed by China and India in May 2013. Working group of all four countries met in Kunming in December 2013, and signed agreement of cooperation for the completion of economic infrastructure corridor. Bangladeshi government has proposed vision 2021, which would improve relations with neighbors' other projects will include railway, energy, agriculture, and telecommunication. In 2015, China and India had signed a £17.7 billion trade agreement with focus on renewable energy, steel, transport, infrastructure, and estate sector. China based Wanda Group is building an industrial park in Haryana near Delhi (Brown, 2018). In Myanmar, a gas pipeline project was opened in April 2017. Kyavkpyu special Economic Zone, Deep-sea port and power energy projects are other proposed projects.

China-Pakistan Economic Corridor (CPEC). In April 2015, China and

Pakistan had signed a joint declaration for CPEC project and 52 MOUs in the sidelines. It is 3000 Km long route, which starts from Kashgar and connects Silk Road Economic Belt in the north and ends at Gwadar port. This corridor would connect 21st century Maritime Silk Road into the South along the Arabian Sea. CPEC is a mega economic project, which carries US\$ 62 billion Chinese investment. On a 43 year lease, Pakistan has granted Gwadar deep seaport to China with hope to make it New Dubai. China's land locked Xinjiang province in Western China will be linked through China Pakistan Economic Corridor along the Arabian deep sea water Gwadar Port. Gwadar Port has already been operational since November 13, 2016. First Chinese cargo was transported through CPEC corridor to Gwadar Port, for onward maritime shipment to Africa and West Asia.

Successful execution of CPEC is significant for OBOR. It is being considered pivot to OBOR and occupies central location. China will be benefited heavily, as its transportation time and distance for the import of oil from Gulf Countries will be reduced to the great extent. China signed US\$ 46 billion investment initially in Pakistan that would include major infrastructure projects development all along the CPEC corridor and a new Gwadar International Airport. Main focus will be for setting energy project on priority, to meet the major short fall of energy in Pakistan. It will include "8 Coal Fired power plants, 3 Hydro power plants, 4 Wind Farms and 2 Solar Park" (Ghori, 2017, p.26). Almost more than half of the investment amount will be invested on energy projects in Gwadar. In addition, development of Gwadar Special Economic Zone (SEZ), which will have oil and petroleum refining zone, mineral extraction, industrial zones, CPEC's other main projects are agriculture, textile Industrial sector development, tourism and digital telecommunication system. CPEC routes will be connected by construction and upgrading the network of railways, high ways, motorways, roads and bridges. Along the CPEC routes, Special Economic Zones will be facilitated with residential projects, Education, Hospitals, business and retail markets. According to Lehman Brown, there are plans for Gwadar-Kashgar pipeline and transport network. The oil pipeline would cover 17% of China's oil imports. It would be financed by China and built by Pakistani Frontier Works Organization (PFWO) (Brown, 2018).

Maritime Silk Road

The Maritime Silk Road is the sister initiative of the Silk Road Economic Belt. It is recognized as the 21st century Maritime Silk Road. OBOR is combination of the two initiatives. Maritime Silk Road initiative

comprises of maritime transport route. Through this route China's east coast will be connected with Europe by using South China Sea and the Indian Ocean. It is a large-scale network of rail and maritime links. Its main objective and aim would be to bridge cooperation in South East Asian Ocean and North Africa through investments.

There is a plan to setup fast speed railway track system in Africa between Mombasa to Nairobi situated on the Indian Ocean. It will be long, and includes passenger as well as freight trains. First overseas rail route is planned between China and Laos, with the length of. This longest rail network will connect China with the south eastern Asian countries. Another project which will connect Chinese border with Thailand ports is long fast speed railways track. It will be a trading zone for Chinese exports to Southeast Asian markets. Kumport is Turkey's third big port; it has significant strategic location between the Belt and the Road. China's three state-owned enterprises have bought this port (2017). Chinese Asian Infrastructure Investment Bank (AIIB) will lend money for infrastructure development project. Its aim is to expand infrastructure, economic developments, regional connectivity and provision of social services.

Political Aspect

CPEC is the shining example of the success of economic aspect of OBOR. The success of CPEC will at credibility to the whole initiative OBOR. The role of Pakistan is the success of CPEC cannot be ignored. OBOR initiative is China's grand vision, a part of China's foreign policy as proposed by the key Chinese leader. It is the most ambitious initiative, which will bring foreign policy connectivity, economic trade, finance and infrastructural development and at socio-cultural interaction between people-to-people contact. The Chinese president Xi asserted that China's neighbors were of extremely significant value. He wanted to improve relations between China and its neighbor strengthening economic ties and deepening security cooperation. China believes in key objective of Peripheral Diplomacy therefore it always gives priority to maintaining stability, strengthening economic ties, and deepening security cooperation in its neighboring countries (Cai, 2017). But this mega ambitious initiative will face external political risks, domestic risks and challenges as well. OBOR is not just a strategic policy but it also improves China's economic influence beyond Asia to Eurasia. Chinese population is hugely supporting OBOR initiative as it is also a part of China's economic growth and social domestic reforms. For China it is must to turn this popular support for

Chinese to see material benefits of OBOR. Chinese people are raising objection on the \$160 Billion, loan granted by China Development Bank. China's commitment of \$900 Billion to fund the initiative for the subsidizing project of railways and ports in Africa and Asia is also being criticized. Firstly on low profit return, secondly, why not the Chinese government doing the same for development in China. The basic reasons are, in China there is a great social inequality and unrest, many provinces are facing below poverty level conditions and are dissatisfied.

The main issue stands that local government have not been taken into full confidence and guidance from the OBOR economic opportunities. China's is a vast country, has diversified social condition and cultural needs adjustments. But the local governments do not have that level of capacity to support One-Belt-One-Road central government of China demands and expects every province also has a challenge for their resources capacity to meet the demand. Provincial governments mostly focus on their own provincial regional issues and events. China has been facing political unrest in their provinces. The Uyghurs are the Turkic ethnic group in the Xinjiang province of China. They are Muslim ethnic group demanding autonomy and more religious freedom. Besides many other separatist movements of ethnic groups have been challenge the China's central government. To control the political tension, the central government is emphasizing to frame the strategy for better integration and regional cooperation to resolve the grievances of less develop provinces and backward areas of China. These China's domestic political factors may adversary influence the OBOR initiative.

The OBOR initiative is the rejuvenation of historical ancient trade belt and road routes. It can be said that such mega economic project may influence in the region under the fact that China stands second largest economy in the world. Various countries along OBOR have acknowledged social, political and economic strategic connectivity and development through China's proposed initiative but have reservations also. India's role is vital in the context of Indian Ocean for the accomplishment of economic, social, political and strategic interest of China. India has serious concerns 'to build OBOR is vague and does not give surety as to how serious Beijing is about opening up trade and cultural exchanges along the Himalayan barrier. Secondly, China is countering the strategies of India and promoting its greater presence in the North-East region of India, part of which China claims as its own territory' (Nataraj & Sekhani, 2016).

India has security concerns over China's naval aid of submarines to Pakistan. India sees that this as an arms race and rivalry from the China's side in the Indian Ocean. India thinks that China would gain military and political influences in the Indian Ocean. The countries along OBOR, due to Chinese aid and investment would be obliged and serve to protect Chinese interests. The China Pakistan Economic Corridor (CPEC) passes through Kashmir area in Pakistan and will be linked through railway route over which India has shown serious concerns as it thinks Pakistani Kashmir as disputed area. The CPEC would facilitate both the countries China and Pakistan against India.

India will have economic concerns with the completion of OBOR and sea ports in Pakistan, Bangladesh, Myanmar, Sri Lanka. Politically it will reshape the economic trading pattern in favor of China in the Indian Ocean, which is worrisome for India. India besides reservations, has acknowledged the utmost important of OBOR Initiative. US has shown have great concerns over China's rising geopolitical influence in Asian and Eurasian countries with increasing military capabilities. The United States sees this, as a security and economic threat to its global dominant position and US policy pivot to Asia (Cavanna, 2018). Beijing's maritime road in East Asia with mega investments in the poor Eurasian countries will push the US toward the periphery of the Eurasian rim land, it will be a challenge for US geo-strategic policy. Due to US naval presence along China's southern side, China has designed maritime Road East Asia and the South China Sea to counter balance the US military. To achieve such task China has to have stable state economy and mega financial reserves. In the long-run OBOR will be able to challenge the strong foundation of US hegemony in the region. China has emerged as a near-peer competitor and began to project geo-economic influence beyond its vicinity. This strategy has started to yield results in key region of Eurasian (Cavanna, 2018). As European, Asian and African economic zones and infrastructure developments are going to be cohesive one economic zone under China's OBOR, it would become economic power in the region. China's another economic zone will be the dominant force in the Eastern Hemisphere. It would be America's greatest economic rival in the region. The United States has offered no solutions in response. Besides China's OBOR is an obvious challenge to US. It became evident at the conclusion of US China trade deal between Trump and President Xi Jinping at the summit, it was announced by the United States on 4th May 2017. According to US China

trade deal US beef and liquefied natural gas will be exported to China. China has committed that its domestic regulatory agencies will consider providing the licenses and patents to ensure market access for US financial services and biotech products (Meltzer, 2017). This trade agreement includes major concession for example, the US recognition of China's Belt and Road Initiative and the acceptance of leadership role for China in Asia. Europe is reflecting mixed views on OBOR initiative. There is an uncertainty because there is no unified EU policy towards China's OBOR Initiative. Europe has reservations about the OBOR initiative. China hosted an international summit at Beijing when it vowed to share growth, development, connectivity, and collaboration more closely on concrete projects with the EU. In response, European Commission was of the view that any scheme connecting Europe and Asia should adhere to a number of principles including market rules and international standards, and should complement existing networks and policies (Corre, 2017). There is a continuous market economy status battle, as Roads and Belts desired connectivity with the world, to the largest and the richest strong EU consumer market. In Eastern and Central Europe China's presence is quite apparent. China established "16+ mechanism in which Chinese PM meets with sixteen countries leaders including EU members once a year. This mechanism has become launch-pad for the OBOR Most countries have signed OBOR MOUs with China, but the European Commission was showing reservations. Two major infrastructure OBOR projects are now taking shape: One is high speed railway line between Belgrade and Budapest; the second one is Athens's Piraeus Harbor. Both are being constructed by one of China's top state-owned enterprises, China Ocean Shipping Company (COSCO) (Corre, 2017).

Moak (2018), elaborating the European countries' policies towards OBOR, states that France being a developed country and an important EU member has its own position on the China's OBOR initiative. The French leaders promise that his country would be a cheerleader for the OBOR in the EU, recognizing the economic and geopolitical benefits. It has brought and will likely continue to bridge to the world. The Great Britain has called OBOR 'golden era' of Sino-UK relations. While indicating moral support from world institution, UNO has assured that building the road is the first step towards prosperity (Moak, 2018). In 2016, UNDP and China had signed MOUs on strategic cooperation over OBOR, in the subsequent year an Action Plan for OBOR was decided to put into practical. Thus, the

countries yearning to become more integrated with the global economy, it (OBOR) can promote access to markets. The World Bank Group president Jim Yong Kim in May 2017 announced monetary support of (US\$86.7 Billion) for OBOR projects. The International Monetary Fund (IMF) has recognized China's position on the global economic stage and has given Renminbi status of 'Special drawing rights' in Oct 2016. Now OBOR countries can use and rely on the credibility of Renminbi (RMB). The European Union (EU) has acknowledged OBOR as a connectivity platform that needs cooperation and investment for OBOR projects (Brown, 2018).

CONCLUSION

The Silk Road Economic Belt (SREB) and Maritime Silk Road (MSR) together form the great vision of President Jinping's OBOR initiative. It is a vision to bring Social, Cultural, Economic and Political integration of all Asian and European countries including Russia through land corridors. It is a vision of shared destiny through Indian Ocean, Arabian Sea, Persian Gulf and Mediterranean. Along the OBOR, there have been great civilizational zones, of Turkic, Persian, Arab, Russian, Indian and Chinese cultures. These cultures co-existed peacefully with the different ideologies, at the same time for centuries. Cultural diversity still exists and national ideologies can never be challenged but through the New Silk Road civilization along OBOR routes, diverse cultures in the spirit of peaceful coexistence, people to people contact, tolerance, a win-win cooperation and trade friendly policies will continue to exist. This will reshape China's geopolitical, geo economic and geo-civilizational ambit of influence. Through commercial channel it will provide the platform of human social interaction. OBOR will be a channel of multi-racial, ethnic, cultural and religious coalition. Though, OBOR is an economic zone but it also has cultural and social zones. The OBOR does not promote one particular ideology and religion but supports multi polar policies, culture, history traditions and tribes. One of Chinese slogans is to create a shared future for mankind and OBOR is mega multidimensional step in this direction. Its huge economic ambit would bring trade, economic zones, and infrastructural development in the regions through China's US\$ 4 trillion investments, bank loans and institutional funds. OBOR is a vision of economic cooperation offering full potential to all participating countries, but the time frame for China's heavy investment has not been given. The National Development and Reform Commission (NDRC), a China's key national organization which has set five priorities for OBOR initiative;

these are policy coordination, connectivity, trade, financial integration and people to people bonds. In order to implement policy coordination, over 30 countries and international organizations have signed a letter of intent with the UNESCO for the Asia and Pacific in 2016 to promote the implementation on OBOR (Zhao, 2017). Asia, Europe and Africa will get connectivity goal through road, highways, railways, air, and sea networks. It includes major projects of energy, oil and gas pipelines and IT networks. To achieve trade integration, 14 free trade agreements have signed, to increase and promote trade. China is looking to reduce trade barriers. But it seems difficult because countries along OBOR have their own trade and custom clearance policies. To achieve financial integration goals China needs to enhance monetary policy. China needs regional cooperation to minimize financial risks. China has established Asian Infrastructure Investment Bank (AIIB) a Chinese state-owned Silk Road Fund to finance OBOR projects. These banks have been engaged in domestic lending therefore these have less experience in cross-border and international transactions on large scale. They will need to frame risks regulations for investments before taking any investment decision on contracts for typical multi-national finance. For the amicable completion of OBOR, government and people to people contact strategy would enable China to share information. Countries along OBOR have different legal and regulatory systems. Hence many infrastructure projects were suspended due to incomplete paper work. This created additional shut down cost and political conspiracies (Jenkins, 2017). Mismanagement would create hurdles in the timely progress of OBOR. Along OBOR, there are many countries facing political instability. Particularly in Asia, Pakistan has been subjected to Talebanization, domestic and international super powers conspiracies. China - Pakistan long-term friendly relation is a cause of concern for some countries like India. CPEC has given China accessibility to Gwadar port at Arabian Sea. USA and India have serious reservations. They consider that CPEC will damage their political interest in the region. They blame China for increasing political, military and economic dominance in the region. Indian has territorial conflicts with China on Ladakh and Pakistan on Kashmir dispute. It sees CPEC as a security challenge and aggression from Pakistan. Many banks in China have shown concerns about the overseas loan pointing political instability in the neighboring countries and the economic viability of the projects. They are more concerned about the feasibility of OBOR projects and risks. Chinese bankers can play positive roles for determining the success of OBOR. They are cautious and taking

challenge by supporting Xi's grand vision OBOR. China is facing political instability in its western province, Xinjiang has majority of Turkic speaking Muslim population. Economically, this province is far behind compared to the rest of China. Poverty rate and under-development are the causes for rise of terrorism and militancy with increasing demand of greater autonomy. To tackle the grievances of Xinjiang province, China wants success of CPEC bordering with Pakistan through infrastructural and economic development in neighboring province Xinjiang which will be connected to Gwadar Port. China is also revitalizing its other economically under developed provinces also. Chinese are supporting their national project as a golden opportunity. There is not much resentment within China except at little level on OBOR. China's Security Research Institute and analysts reveal that all provinces are competing fiercely against each other for OBOR-related projects and want to play significant roles in the national strategy (Cai, 2017). One criticism is that China wants to gain political hegemony as a regional leader through economic and infrastructural development investments and easy loans. Underdeveloped countries may not be able to return loan repayments in time; they will be under strain and stress of their financial system, and may not be productive. But to some extent they would pull people out of present poverty level. OBOR is the first ever Eastern nation's mega geo-economic, geopolitical and geo civilizational worldwide initiative, if it is implemented successfully, it would be a challenging factor for the Western Origin Models. Despite all criticism, many countries are joining the OBOR initiative, including UK, France, Japan, Canada and US. They have taken OBOR with positive attitude. It would bring regional inter connectivity, development of economic trade access and infrastructure. Only India, Russia and Australia, among the major economies have shown negative attitude to join OBOR for domestic and geo-political reasons, than economic reasons. EU Commission also have reservations for member countries violations of EU transparency requirements. The OBOR would provide greater connectivity through economic potential to lower the trade costs with infrastructure development and competitiveness among the OBOR regions. As it is very difficult to satisfy all the stake holders along the OBOR, it is not an easy task. For this China has to take policy measures at all social, political and economic levels, to be agreeable to all the OBOR countries. China's economic progress is not hidden; it must have calculated the measures needed to be succeeded. In order to achieve success China needs to remove ambiguity for best results.

China needs to cultivate trust and confidence among the countries to which OBOR passes. This will be in China's national interest. Neighboring state will show positive response to OBOR once they are convinced that China is not playing games with them. If they are convinced with the benefits of Chinese policies, they will ultimately cooperate with China.

RECOMMENDATIONS

- To make this ambitious program a real success all the countries that desire to improve regional integration, must increase trade among themselves. They are advised to stimulate the agenda of economic growth.
- Heavy burden lies on the Chinese government which coined the phrase One Belt One Road to accelerate its geopolitical cum economic program.
- A regime of friendship, cooperation, coordination and economic integration must prevail if OBOR is to succeed.
- The Chinese government must initiate this process and bear heavy financial burden- and last but not the least appease the hostile powers to accept this novel phenomenon.
- CPEC should serve as a beacon light for OBOR. China and other countries should learn lessons from the success and the failure of CPEC.

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STATUS OF FEMALE EDUCATION IN DISTRICT POONCH OF AZAD JAMMU KASHMIR

Rashida Khanum and Prof. Dr. Shahida Sajjad

ABSTRACT

The present study aimed to explore the status of female education at various levels as perceived by regional leaders and female students of Azad Jammu and Kashmir from the district Poonch. Using stratified random sampling, a sample of 400 regional leaders and 200 female students was selected. Descriptive statistics and Independent t tests were used for data analysis and testing of hypotheses. The results show that although most of the leaders were favoring female education most of them were not in favor of co-education. In contrast, all-female students were favoring female education as well as the majority of them were in favor of coeducation. The majority of the regional leaders considered that the society will get benefits from female education, but the majority of the female students thought that that female education benefits them to take part in the country's development. The results of the study will create awareness among the public, leaders, and policymakers to rectify issues related to female education thus encouraging more girls to be enrolled at all levels of education.

Keywords: Female Education; Regional Leaders; Azad Jammu Kashmir; Female Students

INTRODUCTION

Female education is a complicated matter for most societies of the world and there have been various debates and campaigns for the promotion of women's rights and education over the centuries (Safdar, Hussain, & Hafeez, 2011). In many countries, the gender discrimination prevent female to have equal opportunity for education, health care, capital, and decision-making powers in the social, political, and business matters (Negash, 2010), although improvement in the field of health and finance has been perceived with the progress in the literacy rate of females in a country. Experimental research discovered a positive correlation between gender equality in education and economic growth (Hanushek &

Woessmann, 2008). There are few studies conducted on the status of female or women education in Azad Jammu and Kashmir (AJK). Abdul (2009), in a study, highlighted that in the system of education of ancient Muslims in Kashmir, there was a formal tradition of women education and the elites not only allowed women to get an education, but they were taught like men. He further elaborated that there was co-education at the primary level and secondary level education was given to women in purdah as well as at some places co-education also existed, but the higher educational institutes and vocational educational institutes were separate for women. The government of Azad Jammu and Kashmir has taken many initiatives to educate women in Kashmir, which has given positive results. According to Sharma (2014), AJK has improved its literacy rate immensely over the past years as compared with Pakistan, as the literacy rate of Pakistan is 45 percent while the overall literacy rate of AJK is 78 percent. The rate of enrollment for girls in schools is 74 percent while for boys is 80 percent but this number is greatly decreased in colleges and universities (Government of Pakistan, 2015). Moreover, the quality of education in schools is very poor and they lack basic facilities. The literacy rate of the district Poonch in AJK is very high as compared to other districts of the state. The government of AJK has worked in recent years to improve the rate of literacy in the area (Rashid et al., 2015).

Considering the importance of female education, it is pertinent to find out the role of regional leadership to improve the quality of female education in AJK as they are strong and influential change agents. The selected leaders were the key personalities from various disciplines of life including politicians, educationists, business personnel, agriculturalists, entrepreneurs and religion from thirteen Union Councils of District Poonch, AJK. The present study will create awareness about the importance of female education in District Poonch, in general, and in AJK in particular. The families and community will be aware of the benefits of female education and will promote the same. The next section highlighted the literature review based on journals, books, and reports about the status of female education in Pakistan and district Poonch of AJK.

LITERATURE REVIEW

Pakistan has one of the lowest literacy rates in the world and is among the nine countries, which have the largest numbers of primary-age group out-of-school children. According to a survey conducted by the Government of Pakistan (2015), the literacy rate is higher in urban areas

(74 percent) than in rural areas (49 percent) and is more prevalent for men (81 percent) compared to women (66 percent) in urban areas. In Pakistan, there is a noticeable gender discrimination and inequality though women are almost half of the total population of the country, that is, 49.19 percent (World Bank, 2011). The education rate of women in urban areas of Pakistan is exceptionally high but the women of rural areas are hardly given this liberty. The Millennium Development Goal (now called Sustainable Development Goals) to get as many girls as boys into primary and secondary school by 2005 could not be achieved by more than 75 countries including Pakistan (UNICEF, 2018). The UNESCO (2014) report on the progress in getting all children to school mentioned that the share of girls in the total number of out-of-school children in South and West Asia fell from two-thirds in the year 2000 to less than one-half in the year 2012 and around 15 million girls and 10 million boys are expected to never gain access to schooling creating serious challenges to policymakers.

Pakistan is controlling the administration of Azad Jammu and Kashmir (AJK), so AJK also follows the Pakistan Education Policy and education system comprising of; pre-primary, primary, middle, secondary, and higher secondary education. In AJK, primary education is the most neglected, poorly financed and poorly managed (Farooq & Kai, 2016).

There is no fixed total budget for education as per the Constitution of Pakistan therefore, the respective governments are not bound to distribute budget for education, as suggested in various educational policies and plans. As highlighted in National Education Policy 2017-2025, the goal of Pakistan Vision 2025 is to enhance education and its quality through 4 percent of GDP by 2018 (Government of Pakistan, 2017).

Pakistan specified 2% of GDP for education and in AJK, the budget for education is 28.14% of the total budget (Government of Pakistan, 2017). Among all territories and provinces of Pakistan, AJK stands at the lowest position for having the school facilities and conditions because many schools have no building, drinking water and electricity.

The government of AJK is giving priority to education, therefore the literacy rate in AJK is 72 percent (compared to 58 percent across Pakistan). Primary school enrolment is 88% for girls and 95% for boys which is higher than any other region of Pakistan (Alif Ailaan, 2015). Research by the Academy of Educational Planning and Management

(AEPM) showed that in AJK most of the children (54%) are studying in public schools and a considerable number (42%) are studying in private schools (AEPM, 2014).

On September 21, 2015, a consultation session on the National Education Policy 2016 was held in Muzaffarabad, AJK. and recommended that Early Childhood Education (ECE) should also be made free and mandatory to meet Sustainable Development Goal 4 for providing equal access to quality early childhood development, care, and preprimary education for all girls and boys to prepare them for primary education (AJK Report, 2015). The group of this session focused on teacher training, certifications, and monitoring related to primary education, and how an education at the secondary level can be improved to ensure all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes by 2030.

Schools cannot be the only primary source of education, families and regional leaders have an equal responsibility to convince and influence community members about the importance and rights for female education. The regional leaders need to collaborate with Government and Non-Government Organizations (NGOs) for supplying infrastructure and other facilities to promote female education.

The literacy rate of the district Poonch in AJK is very high as compared with other districts of Pakistan and the government of AJK has set up many educational institutes, colleges, and universities but the government has failed to improve the quality of education. People are highly qualified, but they lack in basic concepts (Rashid & Chauhan, 2015). Various educational policies for women education have been initiated in recent years in AJK and many schools have been inaugurated for girls but they lack proper staff, trained teachers, and facilities due to the lack of funds. Therefore, enrollment of men and women in schools and colleges has increased in the AJK but the standard of education still is deplorably low. The educational policies should be formulated by the State that can ensure that the education sector of AJK can match the international standards. Women are now allowed to go to schools, colleges, and even universities in district Poonch (Saleem, Saghir, Akhtar, Bibi, & Asif, 2012). Facts and figures prove that females are willing to pursue education and their careers, so the government should ensure that a proper standard of education should be provided.

The next section deals with the research method used in the present study including the type of research, sample size and sampling method, the tool used for data collection and the method of data analysis used to conduct the study.

RESEARCH METHODOLOGY

This paper was extracted from the doctoral thesis of one of the researchers of this study. This exploratory quantitative study was conducted to explore the status of female education according to the perception of respondents reflected through their opinion; as if they were in favor of female education or not, the level / extent of education to be given to female, as if they were in favor of co-education or not, the level at which co-education can be given to females, the interest of female in their own education and the reasons and advantages of female education. Using a stratified random sampling method, 400 leaders and 200 female students (studying at the secondary level of education) from 13 Union Councils of District Poonch of AJK were interviewed to find out their opinion about female education in district Poonch. The instrument for the data collection included closed-ended questions. For the content validity, the questionnaires were designed after reviewing the related literature and under the guidance of experts in the field of education. For face validity, the questionnaires were further pre-tested through 10 respondents from each sample who later were not included in the sample. As shown in Table 1, the reliability statistics reflected through Cronbach's Alpha has a value of 0.740 which shows that the instrument was reliable.

Table 1. Reliability Statistics

Reliability Statistics	
Cronbach's Alpha	Number of Items
.740	6

The investigator visited personally to interview 400 regional leaders and 200 female students selected from all thirteen Union Councils of District Poonch. The questionnaires were filled on the spot. In case of further clarification needed by some respondents, the questions were explained. The process of data collection took a period of six months. Descriptive statistics and Independent-Sample t-tests" with significance noted at $p < 0.05$. were used to evaluate the research questions and hypotheses testing.

The following section shows the results of the study based on research

questions to find out the opinion of regional leaders and female students about female education in District Poonch, and the reasons and advantages of female education in general.

RESULTS

The study was based on two research questions to find out the opinion of regional leaders and female students about female education in District Poonch of AJK and to explore the advantages/benefits of female education in District Poonch of AJK as perceived by the regional leadership and female students.

Research Question 1: What is the opinion of regional leadership and female students about female education in District Poonch?

The opinion of regional leaders and female students about female education was reflected through their opinion; as if they were in favor of female education, the level/extent of education to be given to females, as if they were in favor of co-education, the level at which co-education can be given to females, and the opinion of respondents about interest of female in their education. The results are given in tables 2-6.

Table 2 shows that most of the regional leaders (Mean=1.32, SD=0.465) favored female education in District Poonch and all-female students (Mean=1.00, SD=0.000) were also in favor of female education.

Table 2. The opinion of regional leadership and female students about female education in District Poonch (N=400 leaders, 200 female students)

Response	Participants		Total N %	Mean	Standard Deviation	
	Regional Leaders	Students				
The opinion of regional leaders and female students as if they were in favor of female education	Yes	274 (68.5%)	200 (100%)	474 (79%)	1.32	0.465
	No	126 (31.5%)	0 (0%)	126 (21%)	1.00	0.000
Total		400	200	600		

The regional leaders who were in favor of female education (N=274 as shown in table 2) gave an opinion about the extent to which females should be educated. Table 3 shows that among them most of the regional leaders favored the female education till Primary education (22.5%). All-female students were in favor of female education as shown in table 2 and most of the female students (80 %) also favored the female education at a higher level i.e., college and university level.

Table 3. The opinion of regional leaders and female students about the level of education to be given to female (N=274 leaders, 200 female students)

	Response	Participants		Total N %
		Regional Leader	Students	
The opinion of regional leaders and female students about the level of education to be given to female	Religious Education	28(7%)	10(5%)	38(6.33%)
	Primary Level of Education	90(22.5%)	0(0%)	90(15%)
	Secondary Level of Education	70(17.5%)	20(10%)	90(15%)
	Technical Education	9(2.25%)	10(5%)	19(3.17%)
	College Level	30(7.5%)	60(30%)	90(15%)
	University Level	47(11.75%)	100(50%)	147(24.5%)
	No Education	126(31.5%)	0(0%)	126(21%)
	Total	400	200	600
	Mean	4.42	5.05	
Std. Deviation	2.218	1.325		

Table 4 shows that most of the regional leaders (Mean=1.68, SD=0.469) were against co-education, whereas the majority of the female students (Mean=1.20, SD=0.401) were in favor of co-education.

Table 4. Regional leaders and female students in favor of co-education (N=400 leaders, 200 female students)

Response		Participants		Total N %	Mean	Standard Deviation
		Regional Leaders	Students			
The opinion of regional leaders and female students as if they were in favor of female education	Yes	130(32.5%)	160(80%)	290(48.3%)	1.68	.469
	No	270(67.5%)	40(20%)	310(51.7%)	1.20	.401
Total		400	200	600		

Table 5 shows that 130 regional leaders who favored co-education, among them the majority (76.9%) of the regional leaders favored co-education till the primary level only. Similarly, 160 female students who were in favor of co-education, among most of the female students (37.5%) were in favor of co-education at the primary level of education.

Table 5. The level of co-education that can be given to females as perceived by regional leaders (N=130 leaders, 160 female students)

Response		Participants		Total N %
		Regional Leader	Students	
The opinion of regional leaders and female students about the level of education to be given to female	Primary Level of Education	100(76.92%)	60(37.5%)	160(26.7%)
	Secondary Level of Education	10(7.69%)	10(6.3%)	20(3.3%)
	Technical Education	6(4.62%)	20(12.5%)	26(4.3%)
	College Level	9(6.92%)	33 (20.6)	42(7%)
	University Level	5(3.85%)	37(23.1%)	42(7%)
	No Education	270(67.5%)	40(20%)	310(51.7%)
	Total	400	400	600
	Mean	5.55	4.49	
Std. Deviation	2.189	1.934		

Table 6 shows that the majority (Mean=2.60, SD=.664) of the regional leaders and most of the female students (Mean=2.95, SD=.218) said that females are very much interested in getting an education.

Table 6. Level of interest of females in their education as perceived by regional leaders and female students (N=400 leaders, 200 female students)

Response		Participants		Total N %
		Regional Leader	Students	
Level of Interest of females in their education as perceived by regional leaders and female students	Not at all interested	40(10%)	0(0%)	40 (6.7%)
	Interested to some extent	80(20%)	10(5%)	90(15%)
	Very much interested	280(70%)	190(95%)	470(78.3%)
	Total	400	200	600
	Mean	2.60	2.95	
Standard Deviation	.664	.218		

Research Question 2: What are the reasons and advantages of female education as perceived by regional leadership and female students?

The respondents who were in favor of female education (regional leaders N=274, female students = 200) as shown in table 2 gave various reasons and advantages of female education. The responses are given in table 7. Among them, the majority (28.8%) gave a reason that educated women can create a healthy society. In contrast, none of the female students mentioned that educated women can create a healthy society and that educated girls can find a good life partner the majority of female students (32 %) said that an educated woman will be able to take part in the country's development.

Table 7. Reasons/advantages of female education as perceived by regional leaders (N=274 leaders, 200 female students)

Reasons/advantages of female education as perceived by regional leaders and female students	Participants		Total N %
	Regional Leader	Students	
Girls have the right to take higher education	16(7.3%)	35(17.5%)	51(8.5%)
To improve the economic situation of the family	7(1.8%)	4(2%)	11(1.8%)
Educated girls can get a good life partner	37(12.8%)	0(0%)	37(6.2%)
Take part in the country's development	48(16.8%)	64(32%)	112(18.7%)
To create a healthy society	77(28.8%)	0(0%)	77(12.8%)
Education is the social development	43(15.7%)	37(28.5%)	79(13.2%)
Educated women can better protect their family	26(8.4%)	28(14%)	54(9%)
Educated women become a good leader in the future	6(1.8%)	32(16%)	38(6.3%)
The children of educated mothers will be better educated	14(6.6%)	0(0%)	14(2.3%)
No Education	126 (31.5%)	0(0%)	126(21%)
Total	400	200	
Mean	6.48	2.839	
Standard deviation	4.87	2.344	

Research Hypotheses

The study was based on the following hypotheses.

H₁. There was a significant difference between the opinion of regional leaders and female students being in favor of female education in District Poonch.

H₀. There was no significant difference between the opinion of regional leaders and female students being in favor of female education in District Poonch.

In table 8, the value of “t” (9.574) is significant as the “p” value (0.000) is less than 0.05, therefore, the null hypothesis is rejected, and it is concluded that there was a significant difference among the opinion of regional leaders and female students being in favor of female education in District Poonch.

Table 8. The opinion of regional leaders and female students regarding favoring female education in District Poonch (N=600)

	Participants		N	Mean	Standard Deviation	t- value	p
	Regional Leaders	Students					
The opinion of regional leaders and female students as if they were in favor of female education	Regional Leaders		400	1.32	0.465	9.574	0.000
	Students		200	1.00	0.000		

Significant $\alpha=0.05$

Hypothesis 2. There was a significant difference between the opinion of regional leaders and female students about the level of female education in District Poonch.

H₀. There was no significant difference between the opinion of regional leaders and female students about the level of female education in District Poonch.

In table 9, the value of “t” (-3.699) is significant as the “p” value (0.000) is less than 0.05, therefore, the null hypothesis is rejected, and it is concluded that there was a significant difference among the opinion of regional leaders and female students about the level of female education in District Poonch.

Table 9. The opinion of regional leaders and female students about the level of education to be given to females in District Poonch (N=600)

	Participants	N	Mean	Standard Deviation	t-value	p
The opinion of regional leaders and female students about the level of education to be given to female	Regional Leaders	400	4.42	2.218	-3.699	0.000
	Students	200	5.05	1.325		

Significant $\alpha=0.05$

Hypothesis 3. There was a significant difference between the opinion of regional leaders and female students being in favor of co-education in District Poonch.

H₀. There was no significant difference between the opinion of regional leaders and female students being in favor of co-education in District Poonch.

In table 10, the value of “t” (12.257) is significant as the “p” value (0.000) is less than 0.05, therefore, the null hypothesis is rejected, and it is concluded that there was a significant difference between the opinion of regional leaders and female students about favoring of co-education in District Poonch.

Table 10. The opinion of regional leaders and female students regarding favoring of co-education in District Poonch

	Participants	N	Mean	Standard Deviation	t-value	p
The opinion of regional leaders and female students as if they were in favor of female education.	Regional Leaders	400	1.68	0.469	12.257	0.000
	Students	200	1.20	0.401		

Significant $\alpha=0.05$

Hypothesis 4. There was a significant difference between the opinion of regional leaders and female students about the level of co-education for females in District Poonch.

Ho. There was no significant difference between the opinion of regional leaders and female students about the level of co-education for females in District Poonch.

In table 11, the value of “t” (5.823) is significant as the “p” value (0.000) is less than 0.05, therefore, the null hypothesis is rejected, and it is concluded that there was a significant difference between the opinion of regional leaders and female students about the level of co-education for female in District Poonch.

Table 11. The opinion of regional leaders and female students regarding favoring level of co-education in District Poonch

	Gender	N	Mean	Standard Deviation	t- value	p
The level of Co-education that can be given to females as perceived by regional leaders	Male Regional Leaders	400	5.55	2.189	5.823	0.000
	Female Regional Leaders	200	4.94	1.934		

Significant $\alpha=0.05$

The next section discusses the important results of the study with a comparison of findings of other studies carried out on issues related to female education and the advantages/benefits of female education argued by various researchers.

DISCUSSION

The opinion of Leaders and The Female Students About Female Education

It was very important to find out the opinion of leaders about female education because that determined their role to play in promoting female education. The study found that most of the leaders were in favor of female education as shown in table 2 but most of them favored the female education till the primary education level only as shown in table 3. The study also revealed that most of the leaders were not in favor of co-education as shown in table 4 and very few were in favor of co-education till the primary level only (Table 5). The results are in contrast as all female students were in favor of female education as shown in table 2 and the majority considered University level education for the females (Table 3). Although most of the female students were in favor of coeducation (Table 4) the majority suggested co-education only till the primary level of education (Table 5). A Pakistani study concluded that parents prefer to send their girls to a girls’ school and the schools offering co-education, the parents prefer their girls to study in a separate class (Halai, Rizvi & Rodrigues, 2007).

Most of the leaders and majority of the female students believed females are interested in their education this showing a positive attitude of female students towards education, but the percentage of female students was higher than that of regional leaders having this opinion. A study conducted by a researcher (Diladan & Ghani, 2013) in the Indian part of Kashmir named Pulwama revealed that the attitude of Pulwama women towards education was imbalanced, negative, and full of fear due to the social bindings. The same study also mentioned that from the year 1947-1967 there was an almost neutral attitude of women of the area towards education but there was an ideological shift after 1967 and women of the area started thinking about education.

Benefits/Advantages of Female Education

The regional leaders and female students of District Poonch who were in favor of females mentioned various benefits and advantages of female education still many leaders (31.5%) did not realize the importance of female education and the benefits the society can gain from it as shown in table 2.

The researchers highlight the benefits of female education e.g., Mukherjee (2015), considered education as one of the most popular policy prescriptions for women's empowerment, Kakepoto (2005), highlighted the importance of women education in terms of high rate of return on investment, women empowerment, better social and financial status, improved self-esteem, healthy life and better parenting, Mahbub-ul-Haq (2002), argued that higher education usually increases the ability of women to secure employment in the formal sector. Other researches showed that female education is important as it creates awareness among females about their rights and responsibilities (Kabeer, 2012; Gallaway & Beranasek, 2004).

Female education can enhance the likelihood that women will perform a better role as a leader e.g., it is clear from other studies that educated women can become parliamentarians (Rihani, Lisa, & Stephanie, 2006). But the present study revealed that only very few (6.3 %) respondents pointed out that educated women can become a good leader in the future as one of the benefits of female education (Table 7). The findings of the present study revealed that 28.8% of leaders attributed the education of females to create a healthy society (Table 7). Studies also provide evidence that there is a positive correlation between the education of female and her life expectancy and health of the family (Eckert & Striek, 2007; McAlister & Baskett, 2006; Task Force on Education and gender equality, 2005).

The present study argued that women can better protect their family, other studies also revealed that educated women consider better nutrition and more hygienic conditions for their children (Kagitecibasi, Goksen, & Gulgoz, 2005; Mukhopadhyay, 2008). It was also concluded by a research study that educated women are more likely to make more nutritious meals thus extending the longevity of both husband and children (Moulton, 2001). There is an estimate that one extra year of girls' education cuts infant mortality by 5-10% (Heckman, 2008). According to researchers (Klasen & Lamanna, 2008), a rise in the level of female education increases child survival and health. Progressive Economists claim that in developing countries female education decreases fertility, and infant mortality (Knowles, Lorgelly, & Owen, 2002).

The present study also concluded that the majority of the respondents in District Poonch considered that educated females can take part in a country's development and these results are in line with other findings (Kuhn & Skuterud, 2005; UNFPA, 2005). A study by Kabeer (2005) found that a woman's education helps the wellbeing of the family and society in general. Sharma (2008), argued that education can be utilized as an entrepreneurial strategy to include women in a market-driven economy more effectively.

The present study found gender disparity in education as most of the regional leaders favored the female education till primary education level only whereas female students had the aspiration to achieve higher-level education as shown in table 3. According to Chaudhry (2007), gender disparity in education directly and significantly affects economic growth and literacy rate, enrollment ratio.

The present study found another advantage of women's education to improve the economic situation of the family. A study by Khan, Bibi, Khan, Ali, and Shafi (2015), on the role of education on women empowerment in the city of Muzaffarabad of Kashmir, found that a higher level of education increases the chance of employment and income, increasing their savings as well. Mishra (2005), also pointed out the importance of literacy and elementary education, as a matter of social justice, economic growth, social well-being, and social stability.

Research studies mentioned that education reduces violence against females increasing their autonomy in personal life (ICRW, 2005). A study by Jewkes (2002) noted that women who are more empowered educationally, economically, and socially are most protected from violence. Another study

reveals that higher education has a high sensitivity to violence (Aptarashvili, Darsavelidze, & Tsereteli, 2016). The findings of the present study revealed that educated women can better protect their family and they can do so only when they can protect themselves including any violence against them.

The findings of the present study also concluded that the children of educated mothers are more likely to be well-educated. Many studies are in line with this finding by showing that educated mothers give a high level of education to their daughters (Roudi-Fahimi & Moghadam, 2003).

CONCLUSION

The data and literature reviewed in the present study show that AJK has improved its literacy rate over the past years as compared with Pakistan and the literacy rate of the district Poonch in AJK is very high as compared with other districts of the state. Many educational institutes have been launched in recent years by the government of AJK, but the quality of education is lacking. The leaders are in favor of female education but most of them are not in favor of co-education whereas female students of AJK are in favor of female education and also in favor of coeducation. The people need to have a change in basic assumptions if they want to boost up the economy of the country to flourish the quality of their lives. The present study will create awareness about the importance of female education in District Poonch, and in other parts of AJK and at the same time families and community will be aware of the benefits of female education and will promote the same. The findings of the study will give a guideline for designing the policy of education emphasizing the implementation of female education. It is expected that the Government will utilize the findings of the study thus playing its diligent role in providing infrastructure and other facilities to promote female education. The findings will be an addition to the existing literature at the national and global level and will contribute to achieving goal 4 of Sustainable Development which is quality education and goal 5 which is to achieve gender equality and empower all women and girls. Regional leaders as an important part of the community can play a significant role in achieving these Sustainable Development Goals. The study was limited to District Poonch of AJK only, while more districts can be included in the future study.

RECOMMENDATIONS

The government should act to deal with discrimination against women's problems. Government and Non-Government Organizations should emphasize female education through media campaigns. There is also a need

to enhance awareness about female education among girls, women, family members, and communities for the improved economic, social and national development. The trend in favor of co-education should be encouraged and female teachers should be appointed in such schools. Separate schools, professional institutes and higher education institutes for girls should be opened. New schools should be opened for girls by Government, Non-Government Organizations, and International donors with free education at the primary and secondary level because the existed schools cannot cater to the needs of all out-of-school children in primary schools.

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ROLE OF SPORTS IN THE DEVELOPMENT OF HARD WORK AS A LIFE SKILL - FORMER ATHLETES' PERSPECTIVES

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ABSTRACT

The current study was an attempt to assess the perception of government servants in the community of Khyber Pakhtunkhwa (KP), Pakistan, as to assess the role of sports in the development of hard work ethics. The population of this study comprised of doctors (33), engineers (25), and teachers (67) who had participated in sporting activities in their student lives. The researchers used a purposive sampling (snowball sampling) technique to identify appropriate participants to complete a researcher's developed, self-administered structured questionnaire. The collected data was tabulated and analyzed using both descriptive and inferential statistics. The formulated hypotheses were tested at a significant level of .05. The findings revealed that participants believed that participation in sports developed the quality of hard work (.000<.05). No gender or category wise differences were found pertaining to the role of sports in the development of quality of hard work (679>.05 & .082>.05). The ability to "work hard" was identified by the stakeholders as being a significant life skill for success in Pakistan, along with a clear perception that participating in sport would help develop this ability. The findings of this study will enhance and encourage the interest of medical, engineering, and general students towards sports participation in order to be successful as well as to advance their profession (doctors, engineers, and teachers).

Keywords: Sports Development; Hard Work Ethics; Former Athletes Perspectives.

INTRODUCTION

Internationally, sports have been identified as an institution that has a role to play in helping individuals to become social and efficient members of society. For many people, the development of positive life skills is, in fact, a major

justification for participation in sport. Life skills not only help youth to succeed in sporting activities but if transferred can also contribute to the individual's success in non-sports setting. These life skills include techniques and skills that are important and useful for professional lives. The role of sporting activities in teaching life skills is important both for the individual and for society.

Jacobs and Wright (2018) revealed that appropriate quality sports programs can develop life skills (self-control, leadership) which play a key role in an academic and social environment. The sports environment is considered by some to be more important than classrooms in developing life skills as it is a context where youth can face challenges and learn the skills (Turnnidge, Côté & Hancock, 2014). It has been recognized since antiquity that sports have a strong potential to act as a vehicle for personal development (Gould & Carson, 2008; Fraser-Thomas, Côté & Deakin, 2005) and that personal development such as patriotism, commitment, actions and beliefs can be fostered through sports participation (Hawkman & Van Hon, 2019). It is clear that sports can develop life skills in individuals and particularly adolescents (Camiré, Trudel, & Forneris, 2009) and youth, particularly when the youth sports organization works upon the social-emotional and psychosocial development of the participants as one of their prime goals (Carreres-Ponsoda, Escarti, Cortell-Tormo, Fuster-Lloret, & Andreu-Cabrera, 2012).

Walker (2019) highlighted that involvement in sporting activities is associated with potential benefits like developing a sense of belongingness, competence, autonomy, and positive relationships for the participants. Sports context can facilitate a positive climate to develop life skills and help participants to become thriving, functioning, and productive citizens (Bean, Kramers, Forneris & Camiré, 2018). Sport has an important role in the modern and contemporary technological age because to some extent youth remain vulnerable (Super, Verkoojein, & Koelen, 2018) to factors such as increased consumption of alcohol and illicit drugs (Kwan, Bobko, Faulkner, Donnelly, & Cairney, 2014; Lisha & Sussman, 2010) racism and negative interaction with peers (Holt, Sehn, Spence, Newton, & Ball, 2012).

A number of life skills, such as punctuality, commitment, hard work and discipline, that can be developed through suitable programs, are necessary in order to help professionals, such as doctors, engineers and teachers to survive and thrive in their professions and life in general (Jacobs, Lawson, Ivy, & Richards, 2017; Dionigi & Son, 2017; Weiss, Stuntz, Bhalla, Bolter & Price, 2013; Camiré & Trudel, 2013). Doctors, engineers, and teachers contribute in an important way to the betterment of society and are highly respected professional members of the Pakistani community. From their perspective, life skills are particularly important

(Hord, 1997). The life skill of hard work is one that is considered to be especially important for success. This study considers the relationship between participating in sport and the development of an ethic of hard work. It was undertaken to ascertain the perceptions of former athletes, who had participated in various sports and are now professionals working in Pakistan, regarding the role they believe that sports play in the development of quality of hard work.

LITERATURE REVIEW

By nature, the sport requires and demands the utilization of the abilities and potential of its participants. Numerous writers have identified the potential for sport to develop important life skills such as the ability to work hard and to show leadership (Allen, 2013) and positive attributes such as developing self-confidence (Jones, Lavallee, & Tod, 2011). When we look at the nature of sports competitiveness, then automatically we look for the development of the skill of working hard. Sports have the potential to develop the quality of hard work among the participants and it is generally believed that those teams and athletes who remain champions, successful and dominant, do so on the basis of hard work. Such a life skill is not merely essential for the sporting life, but it also plays a significant role in the non-sports setting.

In regards to the development of the ability to work hard Jamil (2009) and others (Muller, Phelps, Bowers, Agans, Urban & Lerner, 2011; Gardner, Roth & Brooks-Gunn, 2008; Galassi, 2017) consider that sport has the potential to teach participants to work hard along with related skills such as discipline, a sense of responsibility, self-confidence and punctuality.

Yang et al. (2010) highlighted that the ability to work hard could be developed through sport and that this skill had a positive impact on stress, while Camiré et al. (2009) examined that sports participation positively develop the quality of hard work and sense of others. Other studies have identified the development of hard work and life skills such as teamwork, a sense of responsibility, self-confidence and integrity, which are essential for professional success (Holt, Tink, Mandigo & Fox, 2008; Forneris, Danish & Scott, 2007; Côté & Fraser-Thomas, 2007; Brunelle, Danish & Forneris (2007). Sporting participation has also been identified as helping develop the attribute of hard work, teamwork, eradicate racism, understanding of ethnic differences, constructive and effective management and utilization of time, self-esteem and sympathy, which also play an important role in non-sports setting (Lasch, 2018; Wilson, 2018; Baird, 2018; Adachi & Willoughby, 2016).

Many of the studies highlight that sports participants develop hard work, not in isolation but supplementary with developing various personal aspects and features such as sense of control and leadership, which are necessary for professional success (Ewing & Seefeldt, 2002; Smoll & Smith, 2002; Davis, 2002; Fredricks & Eccles, 2010; Rosinki, 2010; Head & Alford, 2015; Mahoney, 2000).

RESEARCH OBJECTIVES

This research paper is mainly concerned with the role played by sports in the development of hard work as a life skill in light of the views of the former athletes. Therefore, the researcher has focused to achieve the following sub-objectives.

1. To investigate the perception of former athletes on the role of sports in the development of hard work.
2. To analyze the differences between the perception of male and female respondents on the role of sports in the development of quality of hard work.
3. To find out the differences among the perception of doctors, teachers, and engineers regarding the role of sports in the development of quality of hard work.

RESEARCH HYPOTHESIS

The following hypotheses have been formulated from the literature review and the researcher's observations:

H_{A1}: The respondents perceive that sports played a significant positive role in the development of hard work.

H_{o2}: There are no significant statistical differences between the perception of male and female respondents on the role of sports in the development of quality of hard work.

H_{o3}: There are no statistically significant differences among doctors, teachers, and engineers regarding the role of sports in the development of quality of hard work.

RESEARCH METHODOLOGY

Sample Size and Sampling Strategy

In this study, the researchers applied a purposive sampling (snowball sampling) technique because other sampling techniques were not workable due to the nature of the study. Snowball sampling is a non-probability sampling method used when the number of a population is difficult to locate. The researchers contacted and collected data from those 125 respondents, 97 males and 28 females, who had taken part in sports activities in their student lives.

Table 1. Description of the Sample

Gender	Category			Total
	Doctors	Teachers	Engineers	
Male	29	49	19	97
Female	4	18	6	28
Total	33	67	25	125

Research Instrument Used for Data Collection

A variety of research instruments, such as questionnaires, observation, tests, interview, and checklists, have commonly been used for collecting data depending upon the nature of the study. In the current study, the researchers developed a close-ended questionnaire with five responses (Table 2) on a Likert scale.

A questionnaire was selected as it is the most economical and inexpensive research instrument available, particularly when data is to be collected from a scattered population.

Scoring Process

The researchers counted the responses of each respondent separately. The collected responses were converted into quantitative research paradigm. The following values were fixed for each option.

Table 2. Descriptions of Values

Strongly agree	Agree	Undecided	Disagree	Strongly disagree
05	04	03	02	01

Statistical Tests Used

Data analysis refers to measure, evaluate, and analyzed the data in a well-organized manner by applying the requisite statistical tools (Miles, Huberman & Saldana, 2014). The coding, tabulating, and feeding of the data in a valid and exclusive form produced precise and concise results. The researchers used Descriptive Statistics (Total Number, Percentage, Cumulative Percentage, Tables and Graphs) of the sample and descriptive analysis (Mean, Median, Standard Deviations, Tables and Graphs) of the sample. The researchers also used inferential statistics (linear regression, t-test, and ANOVA) to generalize the results.

DATA ANALYSIS AND INTERPRETATION

Descriptive Analysis

Table No. 3 represents the demographic information of respondents included in the survey. For this purpose, percentages are given for the gender and category of the respondents.

Table 3. Statistics on gender and category of respondents

		%
Gender		
Men		77.60%
Women		22.40%
Category		
Doctors		26.40%
Teachers		53.60%
Engineers		20.00%

Table 3 shows a detailed description of respondents based on their gender and category. According to the table, 77.60% of men and 22.4% of women were included in the study. As the Doctors, Teachers and Engineers constituted stakeholder, therefore; 26.40 % Doctors, 53.60 % Teachers and 20.00% Engineers were included in the survey.

Table 4. Showing the mean and standard deviation of the respondents in perspectives of the role of the sports played in the development of hard work.

Mean (M) and standard deviation (SD) for the responses analyzed in the study

S.No	Statements	N	Minimum	Maximum	M	SD
1.	I believe that one can develop the quality of hard work through organized sports participation	125	1.00	5.00	4.4560	.78806
2.	I consider that hard work is the prime step for any achievement	125	1.00	5.00	4.3760	.78969
3.	I feel that my hard work is an engine to push my efforts for achievements	125	2.00	5.00	4.5040	.57675
4.	I think that I will always remain a hard worker at my workplace	125	1.00	5.00	4.5200	.78904
5.	I think that I can survive through hard work at my workplace	125	1.00	5.00	4.5360	.75716
6.	I think that hard-working produces a sense of justice at my workplace	125	1.00	5.00	4.4320	.75494
7.	I consider that my hard work at my workplace brings productivity	125	2.00	5.00	4.6400	.61434
8.	I feel that my hard work builds my self-image and ego at my workplace	125	2.00	5.00	4.6800	.57642

Mean is Significant at=3.00

The perceptions and beliefs of former athletes were surveyed with the help of eight different questions. According to the analyzed data, the means of the eight items were recorded significant (4.45, 4, 37, 4.50, 4.52, 4.53, 4.43, 4.64 & 4.68 > 3.00). The high mean scores of the respondents

confirmed that they acknowledge the role of sports in the development of hard work quality.

Testing of Hypothesis

H₁: The respondents perceive that sports played a significant positive role in the development of hard work.

Table 5. Regression shows the role of sports in the development of the quality of hard work.

Predictor	Dependent	R	R Square	Adjusted R Square	F	t	B	Sig.
Sports	Quality of Hardworking	.522	.273	.267	46.085	1.072	.874	.000

$\alpha = .05$

The above table portrays the respondents’ perception of the positive role of sports in the development of the quality of hard work. R² in the above table shows that there is a 27% role in the development of quality of hard work due to participation in sports activities. According to the analyzed data, if one unit increases in the predictor (sports participation) then it will cause .874% units’ variation in criterion (development of the quality of hard work). The data showed that statistically, sports participation was significantly expected on the development of the quality of hard work because, B=.874, t (1.072) = p<0.05. Sports participation has clarified the significant proportion of variance in the development of quality of hard work as R2 = .273, F (2, 123) = 46.085, p < 0.05, which asserted that the alternate hypothesis is accepted.

H₂: There are no significant statistical differences between the perception of male and female respondents on the role of sports in the development of quality of hard work.

Table 6. t-test showing the difference between the perception of male and female respondents regarding the role of sports in the development of quality of hard work.

Testing Variables	Gender	N	Mean	Std. Deviation	df	t	Sig.
Hard work	Male	97	4.5186	.24930	123	.415	.679
	Female	28	4.4964	.24718			

$\alpha = .05$

The results in the table given above support the hypothesis set by the researcher. The analyzed data portrays that the mean score and standard deviation of male and female in response to the role of sports in the development of hard work were calculated 4.51, 0.25, 4.49 and 0.24, respectively. The result of hard work is greater than the common alpha level

.05 ($679 > .05$). Therefore, the null hypothesis has been accepted. The acceptance of the null hypothesis confirms that there are no significant statistical differences between the perception of male and female respondents on the role of sports in the development of hard work as a life skill.

H₃: There are no statistically significant differences among doctors, teachers, and engineer's perception regarding the role of sports in the development of quality of hard work.

Table 7. ANOVA is showing the mean difference among the perceptions of doctors, teachers, and engineers regarding the role of sports in the development of quality of hard work.

Testing Variable Category		N	Mean	Std. Deviation	df	F	Sig.
Hard-working	Doctors	33	4.5515	.23065	2, 122	2.556	.082
	Teachers	67	4.4687	.24876			
	Engineers	25	4.5840	.25278			

It was supposed that there are no statistically significant differences among doctors, teachers, and engineers regarding the role of sports in the development of quality of hard work. Analysis of variance (ANOVA) was used to test the assumed statement. The results of ANOVA are presented above in Table-6. According to the analyzed data, mean score and standard deviation of doctors, teachers, and engineers in respect to hard work developed through sports were calculated 4.55, 0.23, 4.50, 0.24 and 4.60, 0.25, respectively. The p-value of the testing variables is greater than the alpha level ($.082 > .05$); therefore the null hypotheses that there are no statistically significant differences among doctors, teachers and engineers regarding the role of sports in the development of quality of hard work has been accepted.

DISCUSSION

The main hypothesis was that the stakeholders would consider that participation in sports has a positive role in the development of the quality of hard work is confirmed by the data. The ability to work hard in a sustained manner is considered to be a crucial attribute for professionals in Pakistan, and the ability to demonstrate this ability is important for those professionals who are looking to be successful and for professional advancement.

When we consider the three questions relating to the relationship between sport participation and developing a positive outlook towards hard work, all three show the stakeholders were incredibly positive that this relationship existed. Ninety-four percent of the responses, for example,

either agreed or strongly agreed with the statement “I believe that one can develop the quality of hard work through organized sports participation”.

The stakeholders were also clear that they considered that the ability to work hard in their professional practice was crucial for professional success, for personal growth and that they personally demonstrated this ability.

As identified in the literature review a number of studies have considered the development of life skills either directly related to hard work (Camiré et al., 2009, Fraser-Thomas & Cote, 2009; Johnston, Harwood & Minniti, 2013; Eime, Young, Harvey, Charity & Payne, 2013; Yang et al., 2010; Gucciardi & Jones, 2012) or in associated areas such as time-management Camiré & Trudel, 2013, or in some cases outcomes generated by an increased ability to persevere and work consistently. These include Dworkin, Larson, and Hansen (2003) who highlighted that sports participation explores, initiate new ideas, and identify new things to bring innovation and overcome difficulties. Sports participants worked more diligently to develop social networks and to develop a greater sense of community, and to develop greater resilience and mental toughness (Fraser-Thomas & Cote, 2009; Johnston *et al.*, 2013; Eime, Young, Harvey, Charity, & Payne, 2013; Yang *et al.*, 2010; Gucciardi & Jones, 2012).

CONCLUSION

The ability to “work hard” was identified by the stakeholders as being a significant life skill for success in Pakistan, along with a clear perception that participating in sport would help develop this ability. This leads to several questions about who gets access to sporting participation, who is excluded and why. Even if this link was not, in reality, true, does the perception that having played the sport will mean you have learned to work hard, advantage sportsman and sportswomen in the selection and promotion processes in Pakistan. Especially if the people in making the decisions believe this relationship to be true.

RECOMMENDATIONS

The current study confirmed the role of sports in the development of hard work as a life skill, so it is recommended that sports activities may be conducted in educational institutions at large and community in particular. Likewise, the concerned administrations of important quarters like hospitals, and construction and work (CNW) departments may assign duties to motivate workers to take part in sports to empower their health standards, particularly to those professionals who have remained athletes. Furthermore, it is recommended that Coaches, Trainers, and physical educationists may teach hard work as a life skill in the sports context.

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AN EMPIRICAL ANALYSIS OF DETERMINANTS OF TAX EVASION: EVIDENCE FROM SOUTH ASIA

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ABSTRACT

Tax evasion is a much challenging issue in both developed and developing countries specifically in South Asia. This study examines the tax evasion problem which erodes revenue generation for the Tax authorities and Governments in South Asian context. The objective of this study is to explore major determinants which influence tax evasion in this region. This research provides a basic framework to understand the impact of socio-economic, behavioral, institutional and political factors towards the decision of evading taxes. The research has conducted an empirical investigation of four South Asian countries, Pakistan, Bangladesh, India, and Sri Lanka through OLS panel regression analysis and Fixed Effect (FE) approach using a dataset from 1988 to 2017 derived from World Economic Forum Annual Reports for the period 1988-2017. The measures that may help tax agencies and the governments to discourage tax evasion have also been highlighted in the last part of this paper. It is observed that factors like age, corruption, high-income level, marginal tax rate, ease of doing business, and accountability are positively related to the tax evasion with varying magnitude whereas the variables for gender, services income, HDI, public trust in politician and rule of law are negatively associated with the dependent variable. self-assessment, agriculture income source and technological readiness show mixed results both insignificant and significant for the region. It is concluded that economic and institutional factors are more strong determinants of tax evasion in comparison with the demographic factors.

Keywords: Tax Evasion; Services Income; Technological Readiness; Ease of Doing Business; Accountability.

INTRODUCTION

Tax evasion is as old a phenomenon as the taxation regime itself. It is a long-standing issue which rises above national limits as individuals and firms anywhere in the world, try to evade taxes whenever tax authorities decide to charge them. Tax revenues are major and important income sources for governments in almost every country and collection of sufficient taxes helps stabilize the economy and leads to less dependency on governmental borrowing. The potential or collectible tax revenue of any country estimated based on tax laws is much higher than the actual taxes collected due to evasion. Tax evasion also causes some other problems being intimidating to economic development. For example, it distorts the tax system resulting in more law enforcement costs and reduces the collection of tax revenue and the ability of the government to repay.

Although the problem remains ever-present yet in modern times where the economies are continuously under institutional transition, restructuring and reframing their fate, this issue becomes of vital importance as the governments need money to run its whole system.

This issue has got much consideration from scientists over the most recent 30 years. This problem has been broadly been investigated in developed countries from the perspective of a theory of general deterrence, economic measures and fiscal psychology Alm, Cherry, Jones, & McKee, 2010; Cuccia, 1994; Dreher & Schneider, 2010; Cullis & Lewis, 1997; Grasmick & Scott, 1982; Kirchler, Muehlbacher, Hoelzl, & Webley, 2009; Hofmann, Hoelzl, & Kirchler, 2008). However, there is a dire need for much focused investigative study in the regional perspective owing to different socio-economic and political situations for different regions of the world like South Asia.

Tax evasion is a major problem and authorities find it difficult to persuade taxpayers to make compliance with tax (James & Alley, 2004; Clarke, & Lewis, 1982, Bordignon, 1993; Schneider & Enste, 2013; Richardson, 2008; Friedland, Maital, & Rutenberg, 1978). Undoubtedly, tax evasion is increasing concerns all over the world for taxation authorities and tax-policy makers in all societies, all economic systems, all social classes, all industries, all professions, and in developing as well as developed countries (Chau & Leung, 2009; Das-Gupta, Lahiri, & Mookherjee, 1995, Wallschutzky, 1984). The potential of tax collection as designed and governed by the country's taxation laws is always much

higher than the real figure of collection of taxes. So, what causes and determines the evasion behavior of the taxpayers is the matter to be probed here (Lewis, 1979; Palil, 2010; Coutts & Jann, 2011). As this concern is severely challenging for all the economies, the South Asian countries are more victims of this loss, therefore, there is much need to focus on the causes and remedies in the countries of this region.

The agencies collecting taxes in this region exhibit institutional drawbacks, inadequate materialization of tax collection potential due to personal and management in capabilities and issues. On the other hand, many factors may influence the taxpayers which may result in disturbing the balance of government budgets and increasing the gap between public revenue and spending as experienced by most countries owing to evasion of taxes. It is also noteworthy that tax research has always focused more on developed countries whereas there is less work done on a specific regional basis. Further, all the socio-economic and political and institutional factors causing tax evasion needs to be studied upon as the problem is not as simple and cannot be explained just one perspective approach. South Asian countries face grave problems due to insufficient resources base, inadequate institutional frameworks and lack of expertise.

Therefore, this research has focused on the South Asian region to analyze the factors influencing tax evasion using panel data for 4 countries of Asia from 1988 to 2017. The factors influencing tax evasion considered in this study include; Age of the taxpayer, Male and Female taxpayers, Quality of Education System, Income source, Top Marginal Tax rates, High and Low-Income level of the taxpayers, HDI, Tax Morale, Transparency of policymaking, Technological Readiness, Public trust in politicians, Ease of doing business and Rule of law. This paper is an effort to suggest some other prevailing situations and factors of any country and interaction between the urge to evade taxes and there is a vital need to understand the gap in already conducted studies on tax evasion and this research in this area would help more comprehension of the matter.

OBJECTIVES OF THE STUDY

1. To examine the relationship between Tax evasion and Socio-Economic factors in South Asia.
2. To examine the association between institutional factors and tax evasion phenomenon in South Asia.

3. To examine the association between tax evasion and demographic and political factors in South Asia.

This empirical research will help to build on the existing knowledge base regarding the phenomenon of tax evasion. Further it will provide the revenue authorities with an insight into what measures they might take in policy making and implementation along-with restructuring and reorganizing the operational side of the tax office in future. In addition to that it is hoped that this research shall assist the tax authorities towards identifying the tax evasion tendency and behavioral patterns of the individuals, firms and corporations currently evading taxes due to the treasury.

LITERATURE REVIEW

Many authors have reviewed the tax compliance literature like Jackson & Milliron (1986). Most of these researchers view tax evasion from three perspectives, 1) *General deterrence*; 2) *Economic deterrence*; and 3) *Psychological aspect*. Generally, these theories altogether mean that tax evasion can be discouraged by imposing sanctions (Tittle, 1980; Schwartz & Orleans, 1967; Williams, 2010; Verboon & Van Dijke, 2007). In the opinion of certain others such as Allingham and Sandmo (1972), and Kasper, Kogler, and Kirchler (2015) the issue of tax evasion can be summed up as an economic decision under uncertainty. However, socio-economic factors when viewed together with institutional and demographic factors a complex phenomenon of tax evasion behavior emerges which needs further deliberation.

Fundamentally, it is the distortion of information that affects compliance behavior and controls on the economy along with exercising authority by the governments is affected (Cowell, 1990, p.40). It is invariably a persistent problem in all countries of the world and there is vastly studied evidence of black economy in international perspective (pp. 22–23). In the shadow economy or black economy, individuals are providing false information thus avoiding and evading taxes (Muehlbacher, & Kirchler, 2010; Kirchler, Hoelzl, & Wahl, 2008; Gärling, Kirchler, Lewis, & Van Raaij, 2009; Dreher & Schneider, 2010).

Kendrick (1939) narrates that the capability of the taxpayer of paying the taxes, tax liability and payment with a compulsion to the country is bound by theory. The crux of this theory is that the burden of taxes should be shared between the masses for equity and justness to ensure that the individual has to pay according to his capability. Chang and Schultz Jr. (1990) also observed that that increasing level of Income shown positive

association with tax evasion, however, they did not find that the relationship decreased with income. Further two pieces of research by Clotfelter (1983) and Alm, Bahl and Murray (1993) concluded altogether opposite association of income level and they found that income level has a negative association with tax compliance. However, Feinstein (1991) concluded in his research that an insignificant association between income level and tax non-compliance existed as per their research. The income variable and its interaction when studied along with other independent variables need to be explored into for which present study is an endeavor in this direction.

Allingham and Sandmo (1972) in their theoretical research paper on tax evasion behavior discussed tax evasion. The authors have probed into the problem from taxpayer's eyes and factors impacting tax motivation and compliance have been deliberated upon as a theory (Gärling et al., 2009; Hofmann, Hoelzl, & Kirchler, 2008; Hirschi, & Gottfredson, 1983). The theory concluded by these authors has very strong implications for the tax collecting agencies and authorities. This theory focuses on penal and administrative strategies for coping up with the problem of tax evasion. They believe that evasion can be minimized, and a better culture of compliance may be ensured by the imposition of penalties increasing the administrative expenses (Frey & Jegen, 2000; Hale, 1996; Torgler & Schneider, 2009). However, there is a gap to study the phenomenon in the context of political and policy-making levels along with other economic factors in the context of South Asia.

The tax compliance policies having a considerable impact on taxpayers' financial status might cause increased tax evasion instead of decreasing it. So, the macroeconomic policies that lead towards shrinking the share of the middle class into the national resources stream will certainly lead towards increased tax evasion. Similarly implying a tax system of single flat rate leads to put more tax burden on the low-income taxpayers' class hence, leading towards increased tax evasion by these low-income taxpayers. Conversely, the tax policies based on involving the high-income group of taxpayers to pay an increasing share of taxes ultimately results in "Revolt of the Haves" (Bloomquist, 1979). The impact and interaction of Income level and corresponding High Marginal tax rates along with other economic factors like HDI, Corruption needs attention for investigation in South Asia.

Wei and McGee (2015) in their research paper conducted a study on the ethical aspect of tax evasion to inquire whether men are more compliant towards tax laws or women prove more defiant. The study reflected that in

most of these countries' women were found prone to evading taxes whereas in many countries no significant difference was observed in this regard. The subject study focusses on gender as one of the many variables as tax evasion is the outcome of the interaction of several factors that are hard to be studied in isolation hence this phenomenon as an outcome of certain variables in the context of South Asia needs an investigative study.

Preobragenskaya and McGee (2016) concluded in their research paper "A Demographic Study of Russian Attitudes toward Tax Evasion" that various demographic variables show interesting results regarding attitude towards tax evasion and these results further show fluctuations over time. They observed that women taxpayers, younger and married taxpayers show more opposition towards evasion behavior. Higher educated taxpayers and widows show an attitude of better compliance (Ross & McGee, 2012). The evasion behavior also changed with geographical location showing least opposition in Moscow and the authors observed that tax evasion was not taken very serious offence in Russia when compared to other acts.

The results revealed that the deceitful approach toward paying taxes is impacted by religion. In a study conducted by Abdixhiku, Besnik, Pugh, & Hashi (2017), they recorded that tax evasion as a serious issue in transition economies owing to socio-economic, institutional and cultural changes that harm the revenues collected. People and firms in such an environment tend to evade taxes whenever and wherever they find it easy or possible to evade taxes given to the loopholes in the system and structural lacunas. However, the South Asian region has to be studied yet in this particular context being the less or least documented economies in these countries.

Folayan and Adeniyi (2018) in their study 'Effects of Tax Evasion on Government Revenue Generation in Oyo State, Nigeria explored the effects of tax evasion on revenue generation by the Government in Oyo State. The findings presented that the amount of Internally Generated Revenue did not meet the estimates for revenue expected to be collected in 5 years under study. The results further concluded that tax evasion harms revenue collection resulting in revenue loss to the government. Similar situation also prevails in South Asian countries where less inclination towards paying taxes turns out to be a significant cause towards considerable budget deficit.

In view of the foregoing facts it is felt that there is gap in the tax evasion literature for strategic and policy requirements towards addressing the issue

as vector of factors involving socio-economic, demographic, institutional and political factors across the economies of South Asia. Until the underlying factors are studied thoroughly, strategy and mechanism to control tax evasion are hard to take shape and tax evasion may continue to be widespread. In this context this study undertakes to explore the tax evasion problem with reference to its various as determinants of Tax Evasion.

METHODOLOGY AND DATA COLLECTION

This paper uses a panel data analysis approach through the OLS Regression method and Fixed Effect (FE) approach to examine the impacts of different factors on tax evasion for the four Asian countries for the period 1988 to 2017. The panel data allows heterogeneity across countries to be controlled. OLS helps to decide heterogeneity for unobserved factors. Hausman’s test is applied to choose between the Fixed Effect approach and the Random Effect approach. The results endorse applying the Fixed Effect approach. The Fixed-Effects model treats the α and the μ as regression parameters. The data for the dependent and independent variables have been taken from World Economic Forum Annual Reports for the period 1988-2017 that is based on World Bank data, Global competitiveness Report, International Country Risk Guide, and World Governance Indicators (World Bank, 2017). The countries included in the study are as follows:

The Model and Hypotheses

The following model is developed to capture the impact of independent variables on tax evasion in the light of theory and earlier studies.

$$\begin{bmatrix} TVEA_{1t} \\ TVEA_{2t} \\ TVEA_{3t} \\ TVEA_{4t} \end{bmatrix} = \begin{bmatrix} \theta_{11} & \theta_{12} & \theta_{13} & \theta_{14} & \theta_{15} & \theta_{16} & \theta_{17} & \theta_{18} & \theta_{19} & \theta_{20} \\ \theta_{21} & \theta_{22} & \theta_{23} & \theta_{24} & \theta_{25} & \theta_{26} & \theta_{27} & \theta_{28} & \theta_{29} & \theta_{30} \\ \theta_{31} & \theta_{32} & \theta_{33} & \theta_{34} & \theta_{35} & \theta_{36} & \theta_{37} & \theta_{38} & \theta_{39} & \theta_{40} \\ \theta_{41} & \theta_{42} & \theta_{43} & \theta_{44} & \theta_{45} & \theta_{46} & \theta_{47} & \theta_{48} & \theta_{49} & \theta_{50} \end{bmatrix} \begin{bmatrix} AGE_{it} \\ GEN_{it} \\ ZDC_{it} \\ STS_{it} \\ STS_{96} \\ SI_{it} \\ YAH_{it} \\ FDI_{it} \\ HDI_{90} \\ MTR_{it} \\ TAMOS_{it} \\ GDP_{it} \\ SD_{it} \\ URP_{it} \\ FICMOS_{it} \\ FRS_{it} \\ SOC_{it} \\ GDP_{it} \\ MTP_{it} \\ MTP_{96} \end{bmatrix} + \begin{bmatrix} \psi_{1it} \\ \psi_{2it} \\ \psi_{3it} \\ \psi_{4it} \end{bmatrix}$$

$$\mathbf{D} = \alpha + \mathbf{E} * \mathbf{F} + \mu$$

Where Tax Evasion, the dependent variable, is represented by matrix D, α

is the intercept's matrix, E is a matrix of coefficient, F matrix represents the independent variables and μ represents the matrix of stochastic error terms. In matrix C, AGE represents the percentage of older taxpayers in any country of the region whereas GEN describes the percentage of Females. EDC stands for Quality of education system. SYS, AYS, and SE reflect Services Income, Agriculture Income, and Self Employment. YLH stands for High Income Level whereas YLL means Low Income taxpayers. HDI symbolizes the Human Development Index of the countries in the region. MTR is the Top marginal tax rates and TMOR shows the Tax Morale of the people in any country. SA represents the Self-Assessment system of taxation and TRP stands for the Transparency of policy in any given country. TECHR means Technological Readiness and EBS stands for Ease of Doing Business in a given countries. ACC stands for Accountability and CRP means Corruption. PTP shows Public Trust in Politicians and RL Shows Rule of Law in any country of the region.

Based on the theoretical framework, the following hypotheses have been made for this study.

H₁: There is a significant negative association between older Taxpayers and tax evasion all other factors being the same.

H₂: There exists is a significant negative association between Female taxpayers and tax evasion all other factors being the same.

H₃: There exists a significant negative association between the Quality of Education System of taxpayers and tax evasion all other factors being the same.

H₄: There exists a significant positive association between the High-income level/Low-income level of the taxpayers and tax evasion all other factors being the same.

H₅: There exists a significant positive (negative) association between Income derived from Services (Agriculture), Self-Employment and tax evasion all other factors being the same.

H₆: There exists a significant positive relation between Top marginal tax rate and tax evasion all other factors being the same.

H₇: There exists a significant negative relation between HDI and tax evasion all other factors being the same.

H₈: There exists a significant negative relation between Tax Morale and tax evasion all other factors being the same.

H₉: There exists a significant positive relation between Self-assessment

system and tax evasion, all other factors being the same.

H₁₀: There exists a significant negative relation between Transparency and tax evasion, all other factors being equal.

H₁₁: There exists a significant negative relation between Technological readiness and tax evasion, all other factors being the same.

H₁₂: There exists a significant negative relation between Ease of doing business and tax evasion, all other factors being the same.

H₁₃: There exists a significant negative relation between Accountability and tax evasion, all other factors being the same.

H₁₄: There exists a significant negative relationship between public trust in politicians and tax evasion in a country, all other factors being the same.

H₁₅: There exists a significant positive relationship between corruption and tax evasion, all other factors being the same.

H₁₆: There exists a significant negative relation between rule of law and tax evasion, all other factors being the same.

Descriptive Statistics

The Descriptive statistics for the sample of South Asia are given below.

Table 1: Descriptive Statistics of Variables for South Asia

	Mean	Median	Maximum	Minimum	Std. Dev.	Observations
TEVA	4.110667	3.985	6.81	2.03	1.095415	120
AGE	4.949083	4.48	10.07	3.08	1.396899	120
GEN	49.07425	48.75	51.94	48.09	1.024153	120
EDC	3.452167	3.28	4.67	2.59	0.683414	120
SYS	34.3545	35.19	47.67	10.32	6.944568	120
AYS	40.9	42.035	69.51	23.77	12.50997	120
SE	35.2415	31.08	69.7	2.6	14.72295	120
YLH	44.40833	45	55.5	35	4.361281	120
HDI	0.543667	0.52	0.77	0.39	0.109644	120
MTR	21.23167	15	55.95	7.1	15.32655	120
TMOR	1.714667	1.63	3.03	0.9	0.603668	120
TRP	4.53625	4.875	5.96	2.59	0.857842	120
TECHR	2.691008	2.82	3.46	1.81	0.475543	119
EBS	5.5	5.27	8.79	2.52	1.474901	120
ACC	4.774167	4.96	5.28	3.66	0.470668	120
CRP	2.643814	2.7	4.38	1.81	0.584986	118
PTP	2.1705	2.14	4.19	1.45	0.540898	120
RL	0.419515	0.38	2	0.18	0.200814	103

Source: Author Estimation through EViews

The variable Age, ranges from 3.08 to 10.7 with average value of 4.48. Gen (Gender) variation range from 48.08 to 51.01 which notifies lesser variation in the percentage of male and female population in South Asian countries. Similarly, EDC (Education system quality) ranges from 2.59 to 4.67. SYS (Services Income Source) showing the same nature as AYS (Agriculture Income) reflects that the drastic variations from country to country as the range goes from 10.32 to 47.67 with an average of 35.19 for SYS and from 23.77 to 69.51 with average of 42.03 which means that the percentage of people attached to services and agriculture Income source in various countries of the sample are different, whereas SE (self-employment) shows huge variations with an average of 634.38 of concerned countries. MTR is showing greater variation among different countries. However, the variables HDI, TRP, TECHR, EBS, ACC, CRP, PTP and RL show moderate variations at individual levels and their averages are not leaving impact over the scenario. From the results presented in the table, it can be concluded that the variables AYS and SE have more fluctuation from the mean than others.

CORRELATION RESULTS

The first part of the results shows the correlation matrix and then results are exposed through OLS and Fixed Effect (FE) method to capture the impact of various independent variables on Tax Evasion.

Table 2: Correlation Matrix of Variables

	TMOR	ACC	AGE	GEN	EDC	SYS	AYS	SE	HDI	TRP	TECHR	EBS	CRP	PTP	RL	
TMOR	1															
ACC	0.088	1														
AGE	0.162	0.094	1													
GEN	0.0143	-0.14	0.831	1												
EDC	0.166	0.176	0.318	0.16	1											
SYS	0.0163	0.216	0.26	-0.1	0.224	1										
AYS	0.0173	0.22	0.26	-0.35	0.4	0.455	1									
SE	0.0023	0.58	0.46	0.25	0.3	0.25	0.007	1								
HDI	-0.127	0.171	0.06	-0.1	0.049	0.11	-0.06	-0.21	1							
TRP	0.127	0.262	0.41	0.33	0.323	0.402	-0.3	-0.36	-0.009	1						
TECHR	-0.074	0.006	0.423	0.379	0.343	0.335	-0.36	-0.24	0.026	0.417	1					
EBS	0.0122	0.557	0.291	0.219	0.227	0.232	-0.37	-0.46	0.337	0.333	0.552	1				
CRP	-0.162	0.019	0.296	0.247	0.224	0.259	-0.31	-0.36	0.177	0.251	0.342	0.419	1			
PTP	0.067	0.56	0.463	0.294	0.223	0.423	-0.31	-0.31	0.131	0.355	0.247	0.363	0.406	1		
TECHR	-0.064	0.131	0.426	0.339	0.341	0.418	-0.37	-0.46	0.326	0.312	0.657	0.563	0.503	0.531	1	
CH ²	0.28	0.176	0.26	0.39	0.243	0.268	0.18	0.38	0.334	0.219	0.2	0.17	0.128	0.118	0.136	1
PTP	-0.18	0.016	-0.12	-0.29	0.082	0.264	-0.23	-0.05	0.352	0.184	-0.23	-0.19	0.118	-0.05	0.129	0.325
R	0.023	0.044	0.071	0.06	0.421	0.14	-0.21	0.1	0.174	0.138	0.075	0.158	0.028	0.066	0.223	0.245

The correlation among independent variables TMOR, AYS, SE is showing high value (greater than 0.50). AGE, GEN, HDI also have high value (greater than 0.50). The variables GEN and MTR also show a high correlation value (greater than 0.50) with each other. Age is highly correlated with SE, PTP whereas the Gender variable is highly correlated with AGE, CRP and AYS,

HDI. The variables RL and YLH, YLL, TMOR have less than 0.50 correlations among them can be used together in a model.

Unit Root Analysis

The stationarity or otherwise of a data series can greatly affect its behavior in the regression model. The unit root test has been conducted for the variables with the results in the following tables.

Table 3: Unit Root Test

Variables	Levin, Lin & Chu t*	I'm, Pesaran and Shin W-stat	ADF - Fisher Chi-square	PP - Fisher Chi-square	Remarks
TEVA	-4.46779 (0.0000)	-8.67220 (0.0000)	72.6979 (0.0000)	105.749 (0.0000)	Data Is Stationery at 1 st Difference.
ACC	-6.92344 (0.0000)	-7.90647 (0.0000)	65.6036 (0.0000)	120.781 (0.0000)	Data Is Stationery at 1 st Difference.
AGE	-5.17488 (0.0000)	-4.04337 (0.0000)	31.2406 (0.0000)	56.1515 (0.0000)	Data Is Stationery at 1 st Difference.
GEN	6.92389 (0.0000)	-6.48148 (0.0000)	52.8420 (0.0000)	-	Data Is Stationery at 1 st Difference.
EDC	-9.36090 (0.0000)	-9.21340 (0.0000)	77.4239 (0.0000)	103.775 (0.0000)	Data Is Stationery at 1 st Difference.
SYS	-4.11376 (0.0000)	-7.83529 (0.0000)	60.4012 (0.0000)	809.855 (0.0000)	Data Is Stationery at 1 st Difference.
AYS	-2.45157 (0.0071)	-3.96711 (0.0000)	31.0675 (0.0001)	67.4838 (0.0000)	Data Is Stationery at 1 st Difference.
SE	-6.47950 (0.0000)	-5.22023 (0.0000)	42.2475 (0.0000)	80.6138 (0.0000)	Data Is Stationery at 1 st Difference.
YLH	-6.31393 (0.0000)	-5.31180 (0.0000)	41.9769 (0.0000)	81.4658 (0.0000)	Data Is Stationery at 1 st Difference.
YLL	-4.86257 (0.0000)	-4.68134 (0.0000)	-36.4614 (0.0000)	106.305 (0.0000)	Data Is Stationery at 1 st Difference.
HDI	-72.0930 (0.0000)	-42.1513 (0.0000)	81.1272 (0.0000)	-	Data Is Stationery at 1 st Difference.
MTR	-4.82602 (0.0000)	-6.25931 (0.0000)	50.6038 (0.0000)	75.2834 (0.0000)	Data Is Stationery at 1 st Difference.
TMOR	-8.33922 (0.0000)	-9.42661 (0.0000)	79.0042 (0.0000)	86.1526 (0.0000)	Data Is Stationery at 1 st Difference.
TRP	-2.85282 (0.0000)	-9.82796 (0.0000)	82.1246 (0.0000)	99.5731 (0.0000)	Data Is Stationery at 1 st Difference.
TECHR	-7.50683 (0.0000)	-7.98611 (0.0000)	66.1325 (0.0000)	98.3728 (0.0000)	Data Is Stationery at 1 st Difference.
CRP	-7.54043 (0.0000)	-6.80601 (0.0000)	55.9137 (0.0000)	66.1557 (0.0000)	Data Is Stationery at 1 st Difference.
PTP	-6.94971 (0.0000)	-8.82020 (0.0000)	72.7143 (0.0000)	78.2511 (0.0000)	Data Is Stationery at 1 st Difference.
RL	-7.24043 (0.0000)	-7.18600 (0.0000)	59.1874 (0.0000)	87.9633 (0.0000)	Data Is Stationery at 1 st Difference.

Results for OLS and Fixed Effect (FE) method

Results for OLS and Fixed Effect (FE) method to examine the impact of various independent variables on Tax Evasion are given below.

Table 4: Results Based on OLS and FE Approach

Variables	OLS				FE			
	Model-1	Model-2	Model-3	Model-4	Model-1	Model-2	Model-3	Model-4
AGE	7.532310 (5.407905)*			2.096140 (0.693688)	11.67206 (5.686407)*			13.18754 (1.67033)***
GEN	-30.93253 (-7.29143)*	-32.30836 (-4.68762)*	-43.68860 (-4.63097)*	-37.38742 (-5.0686)*	-50.02903 (-5.49219)*	-2.413218 (-0.129235)	-38.91684 (-1.739722)	-1.753678 (-0.10006)
EDC	7.593421 (3.44787)*		8.228174 (3.39193)*		3.728884 (1.33182)		1.957057 (0.63722)	
SYS		-0.191083 (-0.57743)	-0.634222 (-2.01552)**	-0.686021 (-2.27827)**		-1.318679 (-0.58668)	-9.214913 (-3.31774)*	
AYS			-0.090045 (-0.232483)	-0.546657 (-5.50225)*			0.381686 (0.511811)	-1.063991 (-3.18298)*
SE		0.020455 (0.123855)	0.426194 (2.49489)*			-0.237443 (-0.99634)	42.24453 (3.30473)*	
YLH	1.670234 (8.17481)*				1.350994 (4.053100)*			
YLL	-0.011973 (-0.31404)	-0.006764 (-0.18164)			-0.019317 (-0.46018)	-0.013426 (-0.32531)		
HDI	-34.25350 (-1.006962)			0.552002 (6.51873)*	-64.98344 (-0.75514)			-0.768444 (-2.3381)**
MTR		0.566464 (2.69527)*	0.493757 (1.55680)			1.020941 (0.0214)	0.080466 (2.1139)**	
TMOR		1.301996 (0.413681)				3.383537 (0.60436)		
SA		33.97077 (3.06423)*				103.0524 (0.40575)		
TRP	-4.035558 (-2.16064)**				-7.705146 (-3.21177)*			
TECHR	-2.349223 (-1.74072)				1.969670 (1.07790)			
EBS	1.601992 (2.514298)*			1.994323 (2.87422)*	1.312714 (1.38466)			0.23790 (1.9432)**
ACC			-2.339379 (-0.72094)	-2.552002 (-6.51873)*			-14.21668 (-3.11031)*	-21.68982 (-1.9973)**
PTP		-2.516505 (-3.95477)*	-1.308824 (-0.60909)	-1.756604 (-2.29784)**		-0.992775 (-2.865473)*	-1.570533 (-0.508360)	-3.435592 (-0.878618)
CRP		5.472883 (1.96358)***	3.480881 (1.61198)	7.082902 (1.9069)***		0.559648 (0.05708)	3.155401 (1.234645)	2.221715 (0.24416)
RL	-24.50163 (-2.30132)*	-40.74899 (-2.41855)*		-39.74683 (-2.41288)*	24.34433 (1.74333)	-76.32698 (-3.34967)*		-78.98912 (-3.53459)*
Constant	1446.913 (7.006170)*	1675.438 (4.69589)*	-16532.16 (-1.6130)	1896.072 (4.899882)*	2425.375 (5.455280)*	345.9169 (0.370882)	-8387.192 (-1.330777)	232.1725 (1.864511)
R2	0.678550	0.801385	0.700222	0.797857	0.804308	0.893095	0.834685	0.897315
DW-Stat	0.919035	1.333929	0.888382	1.179379	1.052238	1.425911	1.018835	1.435210
OBS	150	90	149	88	150	90	149	88

In parenthesis t-statistics values are given, *, ** and *** are statistically significant at 1, 5 and 10 % respectively, FE is a fixed effect approach.

The Table 4 shows that the variable Age has very significant and positive association with tax evasion, both for OLS and FE which means that the behavioral pattern of older taxpayers reflects that they are more inclined towards tax evasion in South Asia. H₁ is rejected at 1% and 10% significance level. GEN has a significant negative association showing

that H_2 is accepted at 1% significance level. Quality of Education System (EDC) shows a significant positive relationship with the dependent variable for OLS only at 1% significance level. Hence, H_3 is not proved and is rejected. Services' income source has a negative and significant association with the dependent variable. Agriculture source of income is also negatively associated with tax evasion and this association is significant for model 4 only in both OLS and FE. Based on these results H_4 is accepted at 1% significance level. Self-employment (SE) has shown mixed responses. YLH has a significant positive association with the dependent variable for both OLS and FE models and hence H_5 is proved at 1% significance level.

Marginal Tax Rate (MTR) shows positive association and therefore, H_6 is accepted. H_7 is also accepted as the results prove a negative association between HDI and tax evasion. It implies that in any country or region if people are made to believe that Government money is used for human development like education, health, food, they tend to evade less taxes. H_8 is rejected as the results show a positive association. Self-Assessment system (SA) has a significant positive association for OLS meaning thereby that when people given the liberty to assess their income themselves, they tend to be attracted to finding ways to avoid and evade taxes and thus the hypothesis H_9 is rejected at 1 % significance level. Transparency (TRP) is having a negative and significant relationship with tax evasion for this group of countries and therefore hypothesis H_{10} is accepted at 5% and 10% significance level.

TECHR is also having negatively significant results for OLS and hypothesis H_{11} is proved. Ease of doing business (EBS) is having positive and significant relation therefore H_{12} is rejected for South Asia where the results are significant at 1% and 5 % for both OLS and FE. Accountability has a negative and significant association with tax evasion variables in OLS model 4 and for FE. Based on empirical results hypothesis H_{13} is accepted at significance level 1%, and 10% for OLS and FE. A significant negative relationship is observed for the variable PTP (public trust in politicians and therefore H_{14} is accepted at 1% and 5 % significance level for OLS and FE. In this region, this variable seems to affect the tax evasion decisions of the taxpayers. Corruption variable has a significant positive association with the dependent variable for OLS models and hence H_{15} is accepted at 10% significance level for

OLS, however, for FE the results are not significant. Corruption has a positive impact on tax evasion phenomenon, and it seems that the corruption element in systems, individuals, or organizations leads people of this region more forced to avoid and evade taxes. Rule of law shows a strongly significant negative association with the dependent variable and as per the results, Hypothesis H_{16} is accepted for model2 and 3 of OLS and FE at a significance level of 1% and 10%.

CONCLUSION

This research reached the conclusion that economic and institutional factors are the strong determining factors of tax evasion in comparison with the demographic factors. The key determinants of tax evasion found for south Asian region are High-Income taxpayers, Marginal Tax Rates, Age of the taxpayer, Education system quality, Ease of doing Business, Self-Assessment Tax system, Corruption, Transparency of Policymaking, Accountability, and Rule of law with varying magnitude in this study of Asia. The variables for Gender, Services income, HDI, Public Trust in politicians, Technological readiness are showing weak impact. The regression results show that the high-income taxpayers are more inclined towards tax evasion for this region. Further, the behavioral pattern of older taxpayers reflects that they are more inclined towards tax evasion as compared to the younger taxpayers. For this region, if the countries have a strict system of accountability, people will be less prone to evade taxes. If the systems and society ensure better environment subject to Rule of law, the taxpayers are less motivated to evade taxes. The results show that by incorporating not only economic variables, but also institutional and demographic variables into this model of tax evasion, more compelling results are found. The findings of this study are significant to academicians and researchers and other stakeholders.

POLICY RECOMMENDATIONS

The results have policy guidelines and implications for governments and tax authorities for decreasing the level of tax evasion. We can recommend some policies while keeping in view the above discussion.

- To encourage older taxpayers, the governments should provide tax credits and more incentives to motivate them for tax paying and while making policies should give incentives both for male and female taxpayers.

- The self-employed taxpayer should be made subject to the withholding tax regime by making it mandatory for the parties making payments to deduct tax at the time of such payments and deposit it into the treasury.
- Tax systems should make the rates stationary after a certain level of increase so that much burden of taxes does not fall on the shoulders of the high-income taxpayers.
- There should be tax seminars and tax education regarding the self-assessment scheme to equip the taxpayers with adequate knowledge of tax laws and processes involved. Proper tax education and tax incentive schemes will motivate the masses to pay taxes voluntarily.
- Transparent tax policies and technically sound tax administration would ensure better compliance results. Environment where people have better trust in their political system and its institutional transparency would make individuals and firms more loyal and honest to the rules and regulations.
- The tax authorities must design automation in the procedures of collection of taxes, which guarantees efficiency and leakage-proof system. The tax authorities should develop comprehensive instructions manuals and put these on websites to facilitate taxpayers.
- This study provides that rule of law in any country affects strongly the compliance behavior. The rule of law entails a strict interpretation of the tax law to provide legal certainty. The basic principle shaping the tax law is that all taxes must be based on a law made by the legislature and they should not be caused by the administrative or judicial discretion of the authorities.
- The regional organizations like SAARC should improve collaboration to design workable strategies through research and technological intervention to improve tax bases, tax compliance, and tax conscience through cooperation and sharing of expertise.

LIMITATIONS

This study underwent certain limitations while obtaining the data as data was not available in an adequate way for all countries of the region

and only those countries were selected where data was available. Further, data for some years was missing, so panel data of 4 countries in South Asia was available for analysis purposes. In further studies, it is suggested to consider other regions like Africa or Eurasia as a subject of study for Tax evasion behaviors in the short term as well as the long-term impact of different factors.

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POVERTY ALLEVIATION THROUGH HOME-BASED COTTAGE INDUSTRIES IN QUETTA BALOCHISTAN

Shams Wazir, and Dr. Mumtaz A. Baloch

ABSTRACT

This descriptive study analyzes the impact of home-based cottage industries on alleviating poverty in Quetta Balochistan. Cottage industries play a significant role as the backbone for the socioeconomic development of a region. In the current study, 68.5% of the SMEs were found to be engaged in embroidery work, 24.5% in handicrafts and only 7% in making decoration pieces. The findings also showed that embroidery work offered the highest income compared to the production of handicrafts and decoration pieces. By working in one or more of these fields, many of the workers are able to earn enough to enjoy a good livelihood, supporting not only their own family's financial needs, but also taking part in the industrial development of the country. It is, therefore recommended that the Government of Balochistan and other responsible institutions systematize SME development plan to facilitate promoting Quetta's home-based cottage industries, especially among the female population. The Government may provide the cottage industry owners with the required resources, equipment as well as basic training to help them market their products domestically and internationally.

Keywords: Poverty Alleviation; Cottage Industries; Balochistan; Pakistan.

INTRODUCTION

Cottage industries are small and basic workshops which provide work opportunities to the communities in many developing countries, thereby helping industrial development. Cottage industries are mostly flexible in size and in management methods, which makes it easy for them to adapt to the changes related to the needs of the market and consumer (Etuk, Etuk, & Michael, 2014; Farid, 2016). In essence, the cottage industries can be called the 'agents of change' (Audretsch, 2000; SMEDA, 2019) which bring change through entrepreneurship. By providing employment and creating jobs with low capital costs, cottage industries also

significantly contribute to the economic development of a country (Mahmood, Sahibzada, & Azhar, 1988; Croes & Rivera, 2017). Similarly, previous studies strongly assert that the cottage industries particularly contribute to the economic growth of the country and improve GDP (Terziovski, 2010; Beck, Demirguc-Kunt, Laeven & Levine, 2008). In developing countries, cottage industries are known as the backbone of domestic resource mobilization. Schumpeter defines the entrepreneur in his book *The Theory of Economic Development* published in early twentieth-century, in these words:

“An entrepreneur characteristically innovates, introduces modern technologies, increases efficiency, productivity, or generates new products or services. He acts as a catalyst for economic change and research indicates that entrepreneurs are highly creative individuals who imagine innovative solutions by generating opportunities for profit or reward” (Croitoru, 2012).

The expansion of business ventures into cottage industries leads to job creation, increased productivity, and economic growth on the national level (Shaikh & Khoso, 2019; Muhammad & Orakzai, 2018). Many studies have identified the need for and importance of cottage industries due to the positive effect they have on the economic development of the state through different product processes (Ohashi, 2007; Soriano & Dobon, 2009).

According to a study by Kharbanda (2001), approximately 80% of the industrial enterprises in the Indian economy are SMEs. It is estimated that India has nearly three million SMEs, which account for almost 50% of the country's industrial output and 42% of India's total exports (Kharbanda, 2001; Farid, 2016). These figures underline the overall significance of SMEs to the Indian state as a developing country (Kharbanda, 2001). It has been reported that for the achievement of socio-economic objectives and poverty alleviation, it is important to empower the SME sector (Cook & Nixon, 2000). While high levels of cottage industries are important assets of developed nations contributing to their Gross Domestic Product (GDP).

Cottage industries are also found to have a positive impact on Pakistan economy (Muhammad & Orakzai, 2018). Strengthening SMEs means creating new jobs, which in turn strengthen the growth of the economy. In Pakistan, 90% of businesses are small and medium enterprises (GoP,

2017). The proponents of SMEs say that entrepreneurship and the creation of innovative ideas in SMEs help to escalate economic efficiency and remove poverty from the developing economies (Beck, Demirguc-Kunt, & Maksimovic, 2004; Jaffer & Kulsoom, 2018).

According to a study by Abor and Quartey (2010), the SME sector plays a particularly vital role in development, employment generation, and poverty alleviation in African economies. Their study found that about 85% of the manufacturing employment in Ghana was provided by the SME sector, which also comprised 92% of business and contributed 70% of the GDP in Ghana (Abor & Quartey, 2010). In South Africa, SME sector contributed 52-57% of the GDP and provided 61% of employment. The sector also constitutes 91% of the formal business in South Africa. However, it is also reported that further improvement and considerable initiatives are needed in Ghana and South Africa to support SMEs progress (Abor & Quartey, 2010).

According to the Ministry of Statistics, who provided the data about Labor Force Survey (LFS), the crude participation rate of Pakistan's total labor force is about 31.7% (Government of Pakistan, 2017-18). Comparing the results to the LFS 2014-15, the male workforce rose slightly from 48.1% to 48.3%, while the female workforce fell from 15.8% to 14.5%. Meanwhile, for the rural workforce, it decreased from 34.0% to 32.7% in the year 2014-15, while in urban areas, the workforce rate rose one percent from 29.0% to 30.0%. The manufacturing sector employment rose up from 15.3%, to 16.1%; the wholesale and retail trade increased slightly from 14.6% to 14.9%; and the transport/storage and communication sector also rose from 5.4% to 6.2%. However, the agriculture/forestry/hunting and fishing sector dropped from 42.3% to 38.5%. The predominant sources of employment were employees (42.4%), own account workers (34.8%), contributing family workers (21.4%) and the employers (1.4%). More than half of all female workers (51.9%) were contributing family workers while 39.1% of males were own account workers and 42.4% were employees. According to the labor force survey report 2017-18, during the comparative period, the percentage of employees rose from 38.7% to 42.4%; own account workers fell from 36.1% to 34.8%; contributing family workers dropped from 23.8% to 21.4%; and employers remained level at 1.4% (GoP, 2017). For women who stay at home, SMEs play a pivotal role in the creation of jobs at a low cost while at the same time developing the backward links between socially, economically, and geographically diverse parts of many economies (Anigbogu, Onwuteaka, Edoko, & Okoli, 2014).

Cottage industries are the most important income generating means for the unemployed rural and urban women of Balochistan according to both the mindset and the social aspects of people. It is suggested that the government should take steps to support the development of cottage industries or small businesses to increase the job opportunities for unemployed women in rural and urban areas of Balochistan. The development of cottage industries will support the development of rural and urban women as well as the development of Balochistan's economy (Parveen & Rubab, 2013; Dar, Ahmed, & Raziq, 2017). In order to improve the role of women entrepreneurs and enhance the quality of the work in cottage industries, it is first necessary to know the environment in which they would work. In Pakistan, women are already working hard, particularly the poor and those who are living in rural areas of the country, which means they are already a part of the economy, even though their work is not recognized (Parveen & Rubab, 2013).

SME owners face many difficulties in obtaining credit and loans from different banks and other organizations. First of all, micro finance banks are not ready to take the risk of funding SMEs. In the same way, many other financial institutions in developing countries are reluctant to provide funding to SMEs due to various risks. Sometimes when financial institutions do provide loans to SMEs, they will only be for a brief period. In the present time, however, the trend is changing, and many large banks, NGOs and development agencies are using SMEs to produce their products and do their marketing (Etuk, Etuk, & Michael, 2014). The problem in the Province of Balochistan is that cottage industries in both rural and urban areas are not yet as established as other large industries. The reason for this is that the owners of the small industrial units always run the business as a family concern and most of the time they have a low educational background with no training in the field of marketing and a lack managerial knowledge. They also have a conservation-oriented attitude to results leading to low growth in the establishment of cottage industries every year and it is on this basis that cottage industries have no proper place at the national or provincial level in Balochistan (Chand & Junejo, 2008; Zafar, Iraqi, & Mustafa, 2017). Also, in the cottage industries of Balochistan, women have limited access to modern sources of information by which they could know the demands of the consumers in various markets. Those women who are living in rural areas have to face more problems both at home and in work than urban women. Among rural women, only 10% have access to a credit and loan facility (Chaudhry, Muhammad, Saghir, & Ashraf, 2008). Women who are working in small industries face the problem of standardization and quality control because

the situation of small industries is one of a rather loose integration within the mainstream of the national economy since whatever they make, they do not meet the demands of national markets. As a result, this causes various problems for these women. In some cases, whatever the women are making in these cottage industries, the wholesalers purchase it at cost price which discourages the owners from continuing with their work (Chand & Junejo, 2008).

The rationale of this study is to show that SMEs will become powerful when they become flexible and accept the changes in the market quickly and take advantage of the opportunities that are available in the market at the present time. Time management is more important for SME entrepreneurs. Cottage industries can grow up to be medium-sized enterprises when they develop their resources according to their local economic system (SME Policy, 2010). In Nigeria, cottage industries began to appear in the early 1970s at the same time as many small industries were being established in various other developing countries; before the rise of these cottage industries, agricultural production was the most significant contributor to the Nigerian economy (Umebali, 2010). In a study which was conducted by Nigerian researchers in Anambra state of Nigeria, it was found that 90% of the SME workers were male in the area and only 10% of them were female. However, all of these Nigerian SME workers were agreed on the role of SMEs in community development. The reasons they gave the role to SMEs were to earn more money and income, to control their career, and to provide jobs for their community (Anigbogu et al., 2014). Some experts stated that SMEs proliferate in the industrialized East Asian economies like China and India, where they account for between 31-56% of all industry. This is less developed than the economy in Africa, but in African states such as Tanzania and Malawi, cottage industries account for less than 1% of all industries. Therefore, it is necessary to focus on policies which promote the SMEs' export potential to boost economic growth and development (Etuk, Etuk, & Michael, 2014).

Types of Home-Based Cottage Industries

Three main forms of cottage industry were covered in this study as defined below.

Embroidery. The way or method of decorating clothes by using artistic designs with hand or machine needlework is called embroidery. It is the art or method of using threads of silk, cotton, gold, silver or other decorative materials on any woven fabrics, leather, or paper with a needle. From the past until the present time, embroidery work has evolved into many unique styles, techniques and uses. Today we can see the popularity of this work on different

items such as wall clocks, dresses, shirts, bed sheets and many more items.

Handicrafts. Products made by hand in a traditional method rather than using machines or being produced in factories are called handicrafts. Handicrafts are always unique expressions which represent the culture, tradition and heritage of a nation or country. Handicrafts are decorative domestic materials or other objects such as lace, rugs, ceramics, or wooden works made by hand.

Decoration Pieces. Decoration is the activity of making something look more attractive by putting things on it or around it, or using something to beautify our surroundings or the area where we live. Decoration pieces are the items used to make a room or place more beautiful.

Background of the Study Area

Quetta, which is situated in the north of Balochistan, is the capital city of the province. Quetta District was selected as the research study area. The main reason for selecting Quetta District for this research was to identify the sources through which the women of the district adopted the skills of cottage industries and the socioeconomic and institutional impacts of working in cottage industries on their families/households. Quetta City is the main center where all the information related to handicrafts, embroidery and decoration pieces is available. At the same time, Quetta District is a place which is populated by different ethnic groups such as Pashtoon, Baloch, Siraiki, Hazara, and Punjabi. Therefore, it enables the study of all the potential and challenges of every ethnic group without any kind of difference and bias in the field of business and cottage industries. The study observed that women SME workers face many difficulties in this field due to a lack of skillful workers, modern machinery, electric facilities, quality marketing and honest middleman merchants. A lack of support from the government and other responsible institutions is another big challenge and a problem for this sector's women workers.

RESEARCH METHODOLOGY

Data Collection and Analysis

This research study is descriptive in nature and includes qualitative and quantitative data. After first reviewing the problem in depth, a reconnaissance survey was conducted. To understand the situation of women cottage industry workers, the authors visited the Women's Today Organization, AHAN Organization, and Khidmat-e-Khalq Foundation to collect effective and

valued information. The secondary data used in this study included published research articles, books, newspapers, and websites.

For gathering the primary data, 200 entrepreneurs were randomly selected from the study area list which was provided by NGOs from different sectors. In the first step, the questionnaire was pretested to 10 of the entrepreneurs, after which appropriate modifications were made as required. The answers from the questionnaire used in the pre-testing were not used as data for this study. To ensure that the questionnaires were filled out properly, each and every home-based cottage shop, workshop, and training center was visited. At the same time, some 75 entrepreneurs were approached and asked to complete questionnaires with the support of the Today's Woman Organization at one of its seminars, which was held in Quetta Balochistan on 11th September 2018. Almost all of the required quantitative data were collected through household questionnaire surveys completed by home-based SME entrepreneurs. The quantitative data included primarily demographic data such as the age, education level, and annual income of the entrepreneur, as well as the number of people engaged in their cottage industry, the occupation of the family head, the type of home lived in, and the kind of cottage industry involved in. The SME entrepreneurs were also asked to describe the hindrances they encountered and provide their suggestions for solutions. Additional information was gathered from NGOs, SME heads, and workers, who provided information on different sides of the cottage industries, including their services and the challenges faced by the industries, owners, and workers. In addition, some focus group discussions were also held: three with NGO heads and consulted persons, and some additional discussions with SME owners. Each focus group discussion was comprised of 4-6 persons. SME entrepreneurs provided information about their work satisfaction, problems and challenges, and marketing problems and demands. The author also collected valuable information through observations that included the place of work, the quality of work, the materials used, and the situation of the workers with regard to the profits they received from their home-based factory. The data were analyzed through the Statistical Package for Social Sciences (SPSS) using descriptive analysis such as frequency distribution and percentages.

RESULTS

The results of this study show that female cottage industry workers face many problems. There is no support or developmental program from the side of the government for them. In particular, they encounter finance and

marketing problems. As they do not have a suitable place to work, they face many issues, including not having electric facilities in their workplace. Similarly, they do not have modern machinery. These are all reasons why their work does not progress, and they do not have access to global markets. A significant total of 97.5% of the entrepreneurs in this study were found to be running their cottage industries alone while only 2.5% were working in a partnership. Comparatively, embroidery work was found to be the best type of work for the cottage industries because the income from embroidery was the highest compared to the production of handicrafts and decoration pieces. The results show that the women who were engaged in embroidery work earned an average of 29,777 Pakistani rupees annually, while the women producing other handicrafts earned an average of 18,687 Pakistani rupees and those producing decoration pieces earned only 10,297 Pakistani rupees on average each year.

Socioeconomic Conditions of the Respondents

The findings of the study reveal that 33.5% of the respondents received religious education, 22.5% completed primary education, and 21% completed their matriculation. However, 23% of the household heads were illiterate, while 77% were able to read and write (Table 1). The average age of the SME female entrepreneurs was 65 years. The highest majority (59%) of the respondents were married, while 33% were single and 8% were widowed (Table 1). The data shows that 64.5% of the respondents lived in a nuclear family while 35.5% lived in a joint family system (Table 1). The results related to the occupation of the family head illustrated that 12.5% of household heads were government servants while another 12.5% were engaged in private jobs and 8% earned daily wages. Another 5.5% worked for NGOs and 3% were engaged in other activities. Of the respondents, 58.5% had established their own cottage shop at the household level (Table 1). The results regarding the ethnic group of the respondents illustrated that 43% were Baloch; 29% were Pashtoon; 24.5% were Hazara; and only 3.5% were Punjabi (Table 1). The results regarding type of home show that 72.5% of the respondents lived in their own home, and 23% lived in a rented home, while only 4.5% lived in any other type of home. Categorically, the income from embroidery was the highest among the distinct types of cottage industry covered in this research. The results showed that the annual average earnings for women engaged in embroidery was 29,777 Pakistani rupees, compared to 18,687/- from handicrafts and 10,297/- from decoration pieces.

Table 1. Respondents' Profiles

Description	Frequency	Percentage
Household head's education status		
Illiterate	46	23.0
Primary	45	22.5
Matriculation	42	21.0
Religious education	67	33.5
Total	200	100.0
Marital status		
Single	66	33.0
Married	118	59.0
Widow	16	8.0
Total	200	100.0
Type of family		
Nuclear	129	64.5
Joint	71	35.5
Total	200	100.0
Household head's main occupation		
Cottage industry	117	58.5
Government servant	25	12.5
NGO job	11	5.5
Private	25	12.5
Daily wages	16	8.0
Shopkeeper	6	3.0
Total	200	100.0
Major ethnic groups engaged in cottage industries		
Baloch	86	43.0
Pashtoon	58	29.0
Hazara	49	24.5
Punjabi	7	3.5
Total	200	100.0
Type of home respondents live in		
Own	145	72.5
Rented	46	23.0
Any other (In laws)	9	4.5
Total	200	100.0

Field survey, 2018

The results of this study show that 68.5% of the SME industries engaged in embroidery work, while 24.5% of the SME industries engaged in handicrafts and only 7% were involved in making decoration pieces.

Table 2. Type of Cottage Industry

Type of industries	Frequency	Percentage
Handicrafts	49	24.5
Embroidery	137	68.5
Decoration pieces	14	7.0
Total	200	100.0

Field Survey, 2018

Entrepreneur Satisfaction with SME/ Cottage Industry Facilities

The results indicate that 73.5% of the entrepreneurs had not received any grant to improve their cottage industry, while 26.5% had availed grants for this purpose (Table 3). However, around 10% of the entrepreneurs were observed by the author to be dissatisfied with the poor situation of their cottage industry and the insufficient grants which they received. Almost three quarters of the entrepreneurs (73.5%) had taken a loan from a bank, while 17.5% had taken a loan from relatives, and 7.5% had used their own personal savings to establish their cottage industry. Only 1.5% of the entrepreneurs had taken a loan from an NGO to establish their own cottage shop. It was also observed that most of the entrepreneurs were worried about the loan which they had taken, whether it was from a bank, relatives, or NGO (Table 3). For the location of the cottage industry, 83% of the premises used for the cottage industry work belonged to the entrepreneurs, while only 17% of locations were rented (Table 3). From the author's observations, the entrepreneurs were not satisfied with the location of their cottage industry premises even though it was their own property because it was not suitable for business, while the same condition applied to the rented locations. A majority of the entrepreneurs (66%) had adopted the skills they used from their forefathers and family members, and they were observed by the author to be satisfied with their work situation (Table 3).

Table 3. Entrepreneurs' Socioeconomic Status

Description	Frequency	Percentage
Availed grant to improve cottage industry		
Yes	147	73.5
No	53	26.5
Total	200	100.0
Sort of loan		
Loan from bank	147	73.5
Loan from relatives	35	17.5
Loan from NGO	3	1.5
Personal savings	15	7.5
Total	200	100.0
Venue of cottage industry		
Own	166	83.0
Rented	34	17
Total	200	100.0
Source of skills used		
Forefathers/Family members	132	66.0
Government	5	2.5
NGO	47	23.5

Peers	16	8.0
Total	200	100.0
Skills developed		
Very good	72	36.0
Good	13	6.5
Best	115	57.5
Total	200	100.0
Major factors improved business		
Training	69	34.5
Marketing	8	4.0
Season	25	12.5
Skill	83	41.5
Workshop	15	7.5
Total	200	100.0
Assets purchased through cottage industry		
Not purchased	39	19.5
Established cottage shop	46	23.0
Purchased land/ house	11	5.5
Make dowry, jewelry, clothes	62	31.0
Purchased car or motorcycle	12	6.0
Purchased rickshaw/ restaurant	5	2.5
Washing & swing machine	2	1.0
Carpet & T.V.	9	4.5
Crockery for home	14	7.0
Total	200	100.0

Field survey, 2018

DISCUSSION

Home-based cottage industries have played a significant role in alleviating poverty in many developing countries. For example, Gilbert (2011), observed that many Asian countries, such as India, Korea, Thailand and Vietnam, experience good growth due to the production from such small businesses in established market segments. As a result, some of these countries (such as India, Korea, and Vietnam) have improved their export performance as well as recovering from economic shocks. Nevertheless, Gilbert (2011) also stated that Pakistan and Bangladesh have become unlike other developing countries of Asia in that they face economic problems and are becoming less involved in international trade over time. The global financial crisis started to have a worldwide impact in late 2008 and affected the developing Asian countries very strongly, due to which the ratio of unemployment rose significantly (Vere, 2011). While the labor force in Hong Kong, China grew by 9.0% between 2000 and 2009, employment in the import and export sectors increased by only 5.5%, even though both sectors were important in terms of employment and job creation.

To support SME sector, the Government of Pakistan, and the Government of Balochistan are responsible for ensuring its effective betterment. The findings of this research indicate that the governments of Pakistan and Balochistan are both responsible for ensuring collaboration and assistance to support SMEs or cottage industries to improve their activities at both the national and international level. The governments need to empower female cottage industry workers irrespective of cast, creed, religion, or other deliberations. Shah (2012) denied the existence of gender discrimination and inequality at the marketing level and also promoted awareness among merchants regarding the empowerment of women in business because women can make an important contribution to creating business (Shah, 2012). Even though the percentage of women entrepreneurs in South Asian states is less than 13% (Singer, Amoros, & Arreola, 2014), women on the global scale own 37% of all businesses and generate \$29-36 billion USD in South Asian states (VanderBrug, 2013).

Additionally, there is a need for time to locate, encourage and empower women in the field of industries. The present study proclaims the need to utilize more seminars and workshops at provincial and national levels to promote awareness regarding the benefits of cottage industries, as well as to improve the different skills required by female workers in cottage industries. However the findings of this present study show that the women workers were not satisfied with their working conditions due to many factors such as the non-availability of a suitable work place, the non-availability of raw materials, and also a lack of necessary machinery required for use in the production of *ceramics*, *woodcrafts*, *metal crafts*, *lokta*, and *thanka* painting. Furthermore, even if they are provided with these facilities, they still have many other challenges to face. For example, to this, some of the female workers face language problems too, due to which they cannot sell their products at the expected prices. During the discussions in this research, many of the women workers also commented that they have great issues with the marketing of their items. This study exposed that a lack of knowledge of marketing systems, un-skilled workers, the unethical behavior of middle men, the negative attitudes of shopkeepers, and the poor facilities with a lack of electricity and machinery all negatively affect the working level of female cottage industry workers. When the author enquired about the government's plans and policies in relation to their work and industries, most of this study's participants reported that they did not know about any kind of government policy

regarding their activities. This study revealed that due to the significant distance between women entrepreneurs and government authorities, women cannot get loans easily from government organizations.

The results from the assessment of this study's qualitative data reveal that a considerable proportion (23%) of the respondents were illiterate. The findings of this study also show that more than half of the respondents (59%) were married while 33% were single. The remaining 8% of the women involved in home-based cottage industries were widows. Interestingly, more than half of the respondents (58.5%) made their livelihood from their home-based cottage industry. Furthermore, the largest of the ethnic groups among the respondents was the Baloch people, who accounted for 43% of the total. A large majority (72.5%) lived in their own personal home, while 83% of the respondents ran their cottage industry from their home. Most of the respondents (73.5%) had taken a loan from a bank to start their own business. Surprisingly, more than half of the respondents (66%) acquired the skills they used from their forefathers or family members. Further, a high number of respondents (57.5%) believed that they had developed their skills to the best level.

Basically, it can be stated that before starting a cottage industry, the livelihood of most of the entrepreneurs was not good. Before they had their cottage industry, they did not know the value of education, and did not have access to health facilities and healthy nutritional foods. Their socioeconomic situation was also not good before they established their cottage industry; most of them had no assets or personal savings by which they could start some sort of business or those who had small workshops made no profit from them. However, after they had started their own cottage industries, their livelihoods had changed for the better. Now they have permission and the means to get an education and visit either private or government hospitals to receive medical treatment when necessary. In the same way, they are able to afford healthy and nutritious meals, all of which indicates that their socioeconomic condition has improved. Many of them also have personal savings, have paid back their bank loans, have purchased different assets, and have also started their own businesses.

The women who took part in this study have faced many great challenges along the way, such as opposition from family members, abusive words from different people of society, difficulties with the loan process, a shortage of suitable work places, a lack of co-operation from skilled workers, a lack of co-operation from middle men,

and a lack of co-operation from other shopkeepers. Access to different markets at local, national, and international levels was another big challenge for the participants. Indeed, the lack of awareness about marketing and market values resulted in them losing money. A shortage of advanced machinery and even electricity were additional challenges they faced, while there were many other small issues, too.

The results of four group discussions, which were held at three of the participants' homes and at the Boy Scouts Embroidery Exhibition in Quetta, Balochistan, Pakistan, were all the same. Most of the entrepreneurs had the same requirements from the government and responsible institutions in that such institutions should provide assistance with suitable workplaces, skill development centers, marketing methods, machinery, electricity, and access to local, national, and international markets. Furthermore, the women wanted to have a fixed salary as in other professions, while some also wanted to enter national and international markets. In addition, they all wanted it to be easier to secure a loan from state banks and other responsible institutions. The participants also wanted the government to provide them with health facilities while they also desired schooling and higher education for their children. Furthermore, the entrepreneurs had the requirement of baby day-care centers for working women, too.

Table 4. Comparative Analysis Before and After the Cottage Industry

Enterprises	Before Cottage Industry	After Cottage Industry
1: Embroidery	No suitable income.	Annual average earnings of 29,777.
Education	Almost no family support, no encouragement for studies and no interest in admission.	Full support for studies, full encouragement and no interest in admission and higher education.
Health & Nutrition	Almost always used homemade remedies or homeopathic medicines; no government or private hospital or clinics except very rarely in very serious cases; similarly, no good food, meat, milk, fruits, and juices were available.	Visit hospital and clinics both government and private depending on situation; have good food two times a day; eat meat, milk, fruits three to four times in a month and drink juices sometimes.
Economic factors	Very few entrepreneurs had a good economic condition; most of them lived a very rough and tough life. Most had no personal savings, no assets, and no suitable business.	Most of the entrepreneurs made their lives suitable by the help of their cottage industries. They had personal savings, assets, and suitable businesses.
Technical	Psychologically they were without hope due to their rough lifestyle. Most of the entrepreneurs adopted the skills from their forefathers and family members, some learned from NGOs and peers, and very few of them learned the skills from government institutions.	Psychologically they were hopeful about their future. Most of the entrepreneurs improved in their skills after attending different workshops, seminars and exhibitions arranged by different NGOs and government organizations to improve their expertise.

2: Handicrafts	No suitable income.	Annual average earnings of 18,687.
Education	Almost no family support and encouragement for admission and education.	Awareness about the importance of education and full support and encouragement to receive education.
Health & Nutrition	No visits to hospitals and doctors. No medicines, only homemade remedies, or very rarely homeopathic medicines to use. Likewise, no good food, no meat, milk, fruits, or juices.	Visit government and private hospitals and clinics for different health issues. Have mostly good food, three to four times a week have meat, milk, fruits and sometimes juices too.
Economic factors	Mostly a rough economic situation; no personal savings, no assets, and no suitable work to do. Psychologically not satisfied with future prospects.	Availability of basic sources of income with savings for future; have assets and small business. Psychologically satisfied with future prospects.
Technical	The skills adopted from forefathers, family members, NGOs, and peers.	Most of the entrepreneurs improved their skills from workshops, exhibitions and seminars arranged by different NGOs and government organizations to develop their expertise.
3: Decoration pieces	No suitable income.	Annual average earnings of 10,297.
Education	See no value in education. No support or encouragement and no admission to school; only learning the Holy Quran was considered enough.	Place value on education; receive support and encouragement and enroll in school to get an education.
Health & Nutrition	Only in profoundly serious cases, visit government hospitals. Overall no good nutrition.	Visit both government and private hospitals and clinics for health issues. Overall better nutrition.
Economic factors	No source of income, no assets, and no savings; life is very tough psychologically with no hope for future prospects.	Small source of income, little savings, no assets but own small workshop (not much profit).
Technical	Most of the workers adopted the skills from their forefathers and family members. Some of them learned from NGOs and some learned from government organizations.	With the passage of time, their expertise developed and by attending different workshops and exhibitions they learned more skills. Field Survey, 2018

CONCLUSION AND RECOMMENDATIONS

Cottage industries have had a significant impact on the progress and development of Pakistan. The females running the cottage industries in Quetta are comprised of the following ethnic groups: 43% Baloch, 29% Pashtoon and 24.5% Hazara. One crucial factor which was observed and studied during this research was that running their cottage industry was the main occupation for 58.5% of the household heads. In terms of their education, one third of the respondents (33.5%) had only received a religious education while almost one quarter (23%) were illiterate. Of the remainder, 22.5% and 21% had completed primary and secondary education, respectively. Also, worth noting is that 8% of the respondents were widows. Another significant finding from this study was that 73.5% of the respondents had received a bank loan to establish their own cottage

industry, while 23% of the respondents established their cottage industry from the income which they earned from this field. Although this study showed that the SME sector has made a substantial impact in controlling poverty, a better redistribution policy is required to better address the poverty alleviation process. It can be concluded that cottage industries have a significant impact on reducing poverty. This study showed that cottage industries generated high employment, increased the economic growth of the people, and decreased the poverty level among the people in Quetta District of Balochistan. This study also revealed the need for more training centers to produce more skilled women in Quetta City to start more sustainable SMEs with the ability to grow, which is very important for the development of the economy and poverty alleviation in the Province of Balochistan. In addition, in Quetta District, the entrepreneurs are living in the middle of the city as well as in different backward areas of the city due to which they face many social problems, market access and energy crises.

The findings of this study show that, overall, the majority of the entrepreneurs were not satisfied with either the marketing of their products or the actions of the middle men, which they attributed to a lack of support from the government for entrepreneurs and cottage industries. Therefore, it is recommended that the government must work to increase the number of small enterprises and facilitate their establishment and development by supporting female entrepreneurs with systematic planning. It is especially important that women entrepreneurship programs be developed or supported by the government. According to the social structure of Balochistan, demanding work and effective planning are required to promote, motivate, and empower female entrepreneurs to develop a sustainable infrastructure of businesses and cottage industries.

Moreover, the government and responsible institutions must take the necessary steps to address the challenges, hurdles, frustrations, depressions, and irritations faced by female entrepreneurs. In our society, working women face diverse types of challenges, such as harassment in the workplace, psychological torture from home and society, and a higher workload with lower wages. Therefore, there is a strong need for the government to identify and protect the working women from all types of work problems and challenges.

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AN EMPIRICAL INVESTIGATION OF PAKISTAN'S BILATERAL TRADE WITH INDIA AND SRI LANKA: A GRAVITY MODEL APPROACH

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ABSTRACT

This paper empirically investigates the effect of various trade-related macroeconomic variables, regional trade agreements and common border effects on overall trade of Pakistan, India, and Sri Lanka. The study utilizes trade data for the period of 1985-2015 to assess the bilateral trade aspects through the use of extended gravity equation. The empirical findings are consistent with the gravity model estimates conducted by earlier studies with mild deviances experienced due to the sensitive items lists and geo-political dynamics prevailing in the region. Overall, the results reflect that the mass of the trading partner, distances, existence of regional trade agreements and common borders are significant while analyzing trade flows among trading partners. These findings are of utmost importance in the context of trade route initiatives by Asia in general, and Pakistan's newly appointed political leadership in particular.

Keywords: *International Trade; South Asian Free Trade Agreement; Gravity Models.*

INTRODUCTION

International trade is an integral part of growth and development, both in developed and developing countries. Global integration was initiated with the formation of the General Agreement on Tariffs and Trade (1948) and then the World Trade Organization (1995). International trade trends gained momentum as nations realized the gains from globalization. Consequently, regional trade integration has also gained impetus in many regions, particularly in the South Asian Association for Regional Cooperation (SAARC) members with the signing of South Asian Preferential Trade Agreement (SAPTA) in 1995. This resulted in a formal regional trade liberalization, which came into force in 2006 with the signing of the South Asian Free Trade Agreement (SAFTA). The SAARC region comprises seven lower-middle-income groups (Pakistan, India, Sri

Lanka, Bangladesh, Bhutan, Maldives and Afghanistan) and one low-income country (Nepal).

Trade is considered the “engine for growth” while the Asian region has been criticized for a lack of an implementable and growth-oriented policy mix (Bhattarai & Kucheryavyy, 2018; Abhyaratne, & Varma, 2018). In today’s global scenario, regional integration is inevitable and a country that lags in the practical implementation of effective policy tools will not be able to stand at par with its competitors. Abundant literature exists on trade flow mechanisms, trade volumes and trade agreements but there appears a gap when it comes to devising an implementable policy.

In order to bridge the gap, this study focuses on determining various factors that affect the overall trade performance and how they can be used to the advantage of trading partners by maximizing trade benefits. Traditional models of the trade by Adam Smith, Ricardo, Heckscher–Ohlin, Krugman are incapable of completely explaining the complex trade mechanism faced today. Keeping the aspect of measuring the extent of welfare enhancement, forecasting of future trade trends and close study of nuances that differentiate a successful trade model from a non-successful one is what has convinced researchers to opt for the gravity model that has empirically proved to be accurate in explaining the welfare effects as well as prediction of future trade behaviours (Baier & Bergstrand, 2001; Xuegang, 2008; Kumar & Ahmed, 2015).

Initial trade studies focussed on goods and services traded across borders and later trends reflect a shift in the analysis of underlying factors that determine trade volumes and welfare implications of these transactions. Variables like population, national income, hard and soft infrastructure as well as dummy variables like common borders, common language, ethnicity, presence of regional trade agreements (RTA) and lists of sensitive items became the focus of attention. This research attempts to contribute to the existing empirical literature by addressing the following questions: What is the trade growth relationship of the selected economies? What impact do common borders, regional trade agreements, language and ethnicity have on the traded volumes? What steps should be taken to enhance the overall welfare of the trading partners in the context under study?

The next section II discusses relevant literature review on the subject

matter and importance of trade in the selected regions. Section III elaborates empirical methodology being used in the analysis followed by the data description and variables. Section IV discusses empirical results and discussions followed by the conclusion and recommendations in the last section.

LITERATURE REVIEW

International trade has existed throughout history and its remnants can be seen in the form of Silk Route, Amber Road, Salt Roads and even the Atlantic slave trade. During the past centuries, international trade has played a vital role in the economy, society, and politics (Frankopan, 2017). The role of trade was further enhanced as trading partners experienced positive impacts on their economy like getting cheaper goods, profitable disposal of surplus production, production specialization, achieving economies of scale and profits from the expanded market. While economies expanded as a result of increased trade a multitude of barriers were built up by the trading partners in the form of a direct tariff as well as non-tariff barriers (for example import/export licences, quotas, subsidies, embargoes and currency devaluations).

With the advent of the twenty-first century, a wave of regional integration surfaced. The depression of 1997 experienced in Asia resulted in uncertainty and mistrust in the global financial system. As a reaction developing Asian countries started focusing on possible countermeasures to secure themselves. The ideology focused on regional deepening was developed and that resulted in the signing of many regional trade agreements. The belief that trade agreements among developed and underdeveloped regions are based on political motivations and full benefits from trade are rarely achieved pushed China (an emerging production giant) to set a new standard for the Asian economies (Schiff & Winters, 2003; Gaulier, Lemoine, & Deniz, 2007). Meanwhile, the focus of the first world countries shifted towards Asian economies for cheaper production and service provision.

In the context of the shifting global scenario, the SAARC region also felt the need to re-strategize and initiate regional integration, including a step towards opening markets for trade thru SAFTA. SAARC region has a history of colonial rule and political enmity dating back to the time these countries achieved independence. As a result, instead of embarking on a journey of trade deepening that was witnessed in the South East Asian

region, SAARC countries issued a list of sensitive items that focussed on limitations that were imposed on regional partners. These lists of restricted/sensitive items resulted in welfare deterioration as they posed embargoes (that are believed to be the worst kind of trade barriers). Therefore, there was a reversal of the welfare effect as was the initial intention. For this reason, there is a need to re-evaluate the trade process to get the SAARC countries to get a sound footing in the world scenario. The research literature emphasizes that Pakistan also needs to position itself in the global arena. Pakistan, with its strategic importance, especially in the context of CPEC and the new political regime needs to take a step back and decide steps to be taken in the near future. In order to quantify the trade potential of Pakistan, thirty-eight countries were examined by Sultan and Munir (2015). Their study specifically used the gravity model that was useful when analysing trade volume between the two countries based on market size and geographical distance and found the results to be commensurate with earlier findings.

Although most studies conducted endorse the initial assumptions of the gravity model, there appear some mixed results when considering different regional and bilateral trade agreements due to the conditions attached by the trading partners in the form of negative item lists, rule of origin, tariff reduction, trade liberalization, infrastructure development, lack of commitment to the free trade treaties and at times constrained political relations of the partner countries (for instance Frankel, 1999; Weerakoon & Thennakoon, 2008; Gaulier et al., 2007; Iwanow, & Kirkpatrick, 2007).

RESEARCH METHODOLOGY

In the trade literature, the gravity model approach is the most favourable due to its robustness, predictive mechanism, and limited use of variables (Bergstrand, 1985; Baldwin, 1984; Filippini & Molini, 2003). The gravity approach draws its strength from its application in trade flows representation, particularly when studied in combination with the RTA effect. The model is based on the Newtonian notion of gravity that emphasises that trade between partners is affected by their mass and proximity. Here the proxy for mass can be either taken as GDP or population size while distance is represented by physical remoteness (Filippini & Molini, 2003; Egger, 2008). Although earlier studies examined the total trade flows or particular product flows between the trading partners while recent studies focus on the impact of RTAs and resulting trade creation/ diversion experienced (Filippini & Molini, 2003; Baier &

Bergstrand, 2007), policy implications and common border effects (Nitsch, 2000), common currency (Bun & Klaassen, 2007; Buch, & Piazzolo, 2001), transportation costs (Martínez-Zarzoso, & Suárez-Burguet, 2005; Baltagi, Egger, & Pfaffermayr, 2008) as well as the north-north and south-south trade impacts along with distances. The general form of the model introduced by Tinbergen (1963) takes the following form:

$$X_{ij} = G S_i M_j \phi_{ij} \quad (1)$$

In the above model, X_{ij} is the monetary value of goods exported from country i to j , M_j denotes all importer-specific factors, making total importer's demand (being measured in terms of importing country's gross domestic product) and S_i comprises exporter-specific factors (such as the exporter's gross domestic product) and it represents the total amount exporters are willing to supply. G stands for the level of world liberalization. Finally, ϕ_{ij} represents the ease of exporter i to access of market j .

This study uses the augmented version of the basic gravity model in order to look at a new perspective of trade relations between the three major contenders of SAARC for the period of 1985-2015. Although the basic model relies on the mass and distances here the augmented (log linearized) gravity equation used is:

$$\begin{aligned} \log(TT_{it}) = & \alpha_0 + \alpha_1 \log(GDP_{it}) + \alpha_2 \log(GDP_{jt}) + \alpha_3 \log(PCGDP_{ijt}) + \\ & \alpha_4 \log(TT/GDP_{it}) + \alpha_5 \log(TT/GDP_{jt}) + \alpha_6 \log(TPCXP_{it}) + \alpha_7 (RTA_{ij}) + \\ & \alpha_8 (BRD_{ij}) + \alpha_9 (ETH_{ij}) + \alpha_{10} (LNG_{ij}) + U_{ijt} \quad (2) \end{aligned}$$

Where TT_{it} is the total trade volume of country i , GDP_i is the gross domestic product of country i , GDP_j is gross domestic product of country j , $PCGDP_i$ is the per capita gross domestic product of country i , TT/GDP_i is the total trade to GDP ratio of country i , TT/GDP_j is the total trade to GDP ratio of country j , $TPCXP_i$ is the transportation cost of exports of country i , RTA_{ij} is the presence of regional trade agreement between country i and j that is introduced in the form of a dummy variable dummy variable, BRD_{ij} is the border variable that is given the value of one in case of presence of a common border (like that of Pakistan and India in this case), ETH_{ij} is the dummy for ethnicity that reflects the commonality of at least five per cent of the religious or ethnic minority's presence between country i and j and LNG_{ij} is the common language between country i and j , a factor that is also reflected as a dummy variable.

The time-series data set includes Pakistan, India, and Sri Lanka the three prominent countries in the SAARC region covering the period from 1985 to 2015. The data collected for country-wise analysis has been taken from the World Bank (WDI) and IMF (IFS). For each country data for total trade is taken as dependent variables while the independent variables include GDP, GDP per capita, inflation, exchange rate and distance that follows empirical literature of the gravity model of trade. While dummy variables are used to account for the existence of regional trade agreements, common borders, ethnicity, and common language effects. For each country, three separate models' equations have been taken where the bilateral trade flows have been analysed individually.

RESULTS AND DISCUSSIONS

The time-series data used to estimate twelve empirical models in accordance with the equation 2 mentioned above. The complete model results represent the findings of the effects of the studied variables on the bilateral trade and the four directional analysis of (a) Pakistan to India (b) India to Pakistan (c) Pakistan to Sri Lanka and (d) Sri Lanka to Pakistan.

- a) Pakistan to India: The overall model describing the total trade performance from Pakistan to its partner destination India is found to be efficient in explaining trade mechanism with the value of R^2 equal to 0.82. The relative contribution of each independent variable used in the analysis adequately determines total trade between Pakistan and India. The regression coefficient for GDP of the two partner countries is found to significantly affect overall trade with the co-efficient equal to 0.67 and -0.08 respectively, meaning thereby that a one per cent increase in GDP of Pakistan will positively impact the total trade by 0.67 per cent while the increase in GDP of India will have a negative impact on the total trade of Pakistan. A major point to be noted here is that India and Pakistan greatly differ in mass and therefore the deviation from the traditional Newtonian model. Similarly, the proximity factor was found to have a negative yet significant influence on the total trade flows that are commensurate with theory and earlier findings. The per capita GDP and total trade to GDP ratio of Pakistan are found to have a positive impact on total trade volume. The dummy variables for common borders and the presence of a regional trade agreement that is SAFTA in this instance are also found to have a significant impact and encourage trade flows amongst the partner nations.

- b) India to Pakistan: Observing the empirical evidence of partner relationship from India's perspective, it seems that the same set of variables show a higher level of explanatory power. The overall model is R^2 equal to 0.94 and clearly indicates that the per capita GDP of India is a significant contributing factor with a coefficient of 1.43 while the distance proxy is found to be negative and significant as predicted by the basic gravity equation. Total trade to GDP ratio of India is also found to have a highly significant impact and the presence of regional trade agreements and the common border have a positive and significant impact on the overall trade volume of India.
- c) Pakistan to Sri Lanka: The model analysis for total trade of Pakistan with Sri Lanka as the destination has an overall significance of 0.89 as reflected by the value of the R^2 . As per conventional theory the GDP of Pakistan, GDP of Sri Lanka, total trade to GDP ratio of Pakistan, total trade to GDP ratio of Sri Lanka have a positive and significant impact on the total trade while per capita GDP of Pakistan has a negative and significant effect on the total trade flows from Pakistan to Sri Lanka. Total trade to GDP ratio of Pakistan is negative while transportation costs (used as a proxy for distance estimation), RTA and BRD effects are found to be positive but insignificant that is a contrast to high significance for all other trading partnerships studied in this paper.
- d) Sri Lanka to Pakistan: The model analysis for total trade of Sri Lanka with Pakistan as the destination has an overall significance of 0.88 and as per the convention the per capita GDP and Total trade to GDP ratio of Sri Lanka is found to have a positive and significant impact while the distance is found to negatively impact total trade flows from Sri Lanka to Pakistan. However, when the dummy for the border is introduced it indicates a trade enhancing effect. Similarly, the presence of a regional trade agreement is found to be highly significant in increasing the total trade volumes of Sri Lanka.

CONCLUSIONS AND RECOMMENDATIONS

This study examines the impact of free trade agreements, common border effects, and common ethnicity macroeconomic variables on the bilateral trade of Pakistan with its bordering country India versus the impact on trade in the context of Sri Lanka with which Pakistan enjoys

friendly ties. Results estimated using time series data for the period 1985 to 2015 provide evidence that RTAs and common borders have a positive and highly significant impact for all trading countries. However, SAFTA effects when studied in terms of trade flows directed from Pakistan to Sri Lanka are positive but not highly significant. The estimates for ethnicity and common language were found to be insignificant and therefore dropped from the analysis. Further, it was found that SAFTA's ineffective due to the elaborate sensitive items lists, religious compulsions and geopolitical dynamics prevailing in the region. Surprisingly, Pakistan seems to be unaffected by SAFTA and despite the non-existent border with Sri Lanka enjoys a cordial relationship. While looking at it from the Sri Lankan perspective we see that SAFTA and the possibility of a common border would highly support Sri Lanka to openly engage in trade despite the Indian pressure for buying their goods that are further facilitated by the proximity enjoyed by virtue of its geographical advantage and political dominance. However, overall trade creation despite these limitations points to welfare gains, and there exists a need to analyse sector-wise exports and imports to look at the dimensions of equity and welfare. Further clarity can be attained by scrutinizing the list of sensitive items and how to amend them to achieve higher efficiencies and address the factors that render them ineffective.

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STRATEGIES FOR LAW ENFORCEMENT BODIES TO COMBAT TERRORISM IN KHYBER PAKHTUNKHWA, PAKISTAN

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ABSTRACT

Previously, the role of police was restricted to ordinary and regular crime prevention before 9/11, as there was no urgent need to face the issue of terrorism in the region. Concerning prevention from terrorism, the role of the police has increased manifold after the increase of terror incidents across the globe in general, and Pakistan, in particular. This study explores the police role and their strategies to prevent terrorism in the best interest of public safety. Security situations in Pakistan require police preparedness, enhanced police training, and adoption of various strategies to reform police for effectively countering terrorism. This paper would help encourage policymakers and law enforcement officers at all levels of government to become more informed about the role of the police and their strategies to prevent terrorism in the interests of public security. The study suggests reforming police image and to equip them with modern technologies, providing improved training, offering incentives and rewards for a good performance to motivate and encourage positive attitude and returns.

Keywords: Preventing Terrorism; Strategies; Police; Khyber Pakhtunkhwa.

INTRODUCTION

In the last two decades, terrorism has become one of the most prominent topics in many areas, especially in the field of criminology and security studies. Almost every aspect of life is affected by terrorism and because of this reason, it has become a major priority for the police, across the world, including Pakistan to respond to the menace of terrorism. Many countries of the world including Great Britain, America, and Germany, began to review their readiness and took steps to restructure the police department to tackle terrorism (Weisburd, Jonathan, & Perry, 2009; Bayley & Weisburd, 2009; Bamford, 2004). Howard (2004), states that in order

to defeat terrorism, the police force should be taken as a proactive valuable asset in defeating, deterring, and recovering from terrorist attacks. Intelligence, law enforcement and security agencies are expected to team up and work together with other security forces to uncover terrorist networks.

A police officer, who is also known as a policeman, policewoman, cop, police employee or a police agent, is responsible for the prevention and detection of crime (Dulaney, 1996). Police as a civilian organization is not only answerable for detection and prevention of crime but also for maintaining the rule of law. Almost everywhere on the planet, the incidence of crime is on the rise. Between 1975 and 1990, the number of offences reported worldwide each year rose from 350 to 500 million. According to the United Nations, violent crimes increased by almost 10 percent during the last decade (Chalom, Léonard, Vanderschueren, & Vézina, 2001). Preventing terrorism and ensuring public safety is the principal role of police personnel. The safety of one person and the security of one's property are widely viewed as basic human rights which are fundamental to the community's overall quality of life.

Effective policing strategies to tackle terrorism are the most important and inseparable part of human social life but unfortunately, the capacity of Pakistan police is not so praiseworthy in this regard. Since the last seventy years of independence, Pakistan has been facing the issues of weak policing structures and institutions and has always been subject to criticism because of allegations of corruption, political interference and therefore required reforms (Ullah, Hussain, & Sajid, 2015). There is much work required to improve and develop the system of policing so that people can have more trust in building up police as an institution. Abbas (2011) stated that a nation can be prospered, progressed, and developed if it gives high priority to public safety, law and order, and crime prevention. The aim and purpose of this study is to explore and find out the main indicators which are working on the reduction of crime and to dig out the public perception regarding police role in preventing terrorism.

OBJECTIVES OF THE STUDY

The central aim of this study is to analyze police role, strategies, and preparedness in countering terrorism in the province of Khyber Pakhtunkhwa. Moreover, the study also intends to investigate the challenges and problems faced by the police in dealing with terrorism.

Based on methodical observations and systematic literature review, the study will also put forward study-based recommendations on police role and initiatives taken by police to tackle terrorism in the region.

RESEARCH METHODOLOGY

This research study consists of a secondary analysis of data related to the issue of preventing terrorism, and police strategies to counter the prevalent terrorism. With the help of books, newspaper articles and research journals, a systematic review of the relevant literature is conducted. Besides that, online internet searches were also conducted for relevant data about the topic. Likewise, the researchers also visited the Police Training College (PTC) Hangu, several times to discuss different policing and terrorism-related topics. The researchers also diligently analyzed police training and police personnel at PTC Hangu. Thus, the study encompasses extensive systematic literature review from authentic sources to collect the data and present it methodically, to postulate purposeful outcomes.

LITERATURE REVIEW

Explaining Police, Policing and Relevant Concepts

The Oxford Dictionary defined Police as “the civil force of the state, responsible for the prevention and detection of crime and the maintenance of public order” (Simpson, 1989). The word police have been derived from the French word “policer” meaning “power of the people”. In ancient and feudal times people policed themselves, families looked out for themselves, they were known as the “kin police” (Marenin & Das, 2000).

When the fear of terror is on the rise, the public reflexively turns to its police to “do something about it”. Shustru, Levine, Harris, and Wong (2008) stated that responsiveness and law enforcement knowledge is the key to success in preventing terrorism. This will help the police for early action against potential terrorists. Another important function of the police is to coordinate with the other law enforcing agencies (LEAs) for crime prevention. For effective policing, they should sense, predict and prevent terror incidents before it happens. Police are also needed to engage community people in countering terrorism strategies (Nadeem, 2004). Implementation of the Intelligence-Led Policing (ILP) model is also very important for countering terrorism strategy. Newburn (2012) pointed out that targeted patrolling is of significant value in preventing terrorism.

Pakistan and the War on Terror

Pakistan is one of the most affected countries since the beginning of the war on terror. A lot of Pakistani has lost their lives in the war on terror. Wasim (2010), argues that the year 2009 was the worst of any year. In this year 2,586 insurgent, terrorist and sectarian-related accidents were reported. According to SATP (2014), the “Pakistan Security Report 2009” published by PIPS, in these accidents 3,021 people were killed and 7,334 people injured.

Over the last few years, terrorism in Pakistan has become a major and very destructive phenomenon. After 9/11, war on terror in Pakistan has had two principal elements: the U.S. war on terror with the cooperation of Pakistan forces and the government’s battle with *extremist* groups inside Pakistan’s territory. Pakistan army launched many military operations against militant groups along the tribal regions of Pakistan near Afghan borders. Due to this reason, many people migrated and displaced from their homes and shifted to settled areas of Khyber Pakhtunkhwa, Pakistan. Because of this, many militant groups started fighting against Pakistan law enforcing agencies. Thousands of police personnel lost their lives in several terrorist attacks. The war on terror has also damaged the Pakistan economy and infrastructure to a great extent.

Responsive and Effective Police Training – To Counter Terrorism

The profession of policing is a very difficult and challenging occupation, which needs uninterrupted professional development. Police personnel must have a varied knowledge of criminal law, investigative skills, and the ability for effective decision making. The significance of effective police training increases throughout the world in order to tackle terrorism more efficiently.

To tackle terrorism, Pakistan’s police capacity and training system are inadequate. In order to face the current challenges, the training practices and training syllabus in Pakistan is old-fashioned. Course books used in the upper, lower and intermediate levels of courses in police training colleges need key amendments. Abbas (2009), stated that trainers are not appropriately trained in police training colleges in order to face the new challenges of terrorism. There is a lack of proper facilities available to the trainers in police training colleges. In Pakistan, most of the emphasis is given to legal, theoretical, and academic work on police training. In most of the topics in police training, there is repetition from lower to upper level of training.

Fasihuddin (2009), stated that in Pakistan, police training requires serious revision. Police training should include individual and group presentations, experimental learning, physical exercises, practical and psychological tests, tutorial discussions, scientific investigation and specialized training for various situations. For induction and recruitment into police service, the level of education should be revised and increased. Birzer and Roberson (2007), stated that a police officer should be more interested in providing community service than mere a crime fighter. The technology of crime prevention should also be introduced in police training.

For counter-terrorism, there is no universally applicable police training policy in any the world (Rineheart, 2010). Weak training of police personnel to tackle terrorism could have serious consequences. New courses related to suicide bombings, organized crimes, counter-terrorism strategies, suicide bombings, bomb blasts, target killings, conflict resolution, restorative justice and stress management should also be introduced in police training colleges. Police must be fully trained and equipped in order to respond to terrorist accidents effectively. In counter-terrorism strategies, the responsibilities of the police have increased manifold. Proper training for all police personnel is of foremost importance in order to win the war against terror.

Responding to Terrorism: Police Preparedness and Prevention

Countering and preventing terrorism are staggering issues for police personnel. Since the 9/11 attacks in the U.S., efficient policing to counter terrorist attacks has remained a challenge at the national level (Fayyaz, 2008). Pakistan in general and Khyber Pakhtunkhwa, in particular, are the primary targets of terrorism. The performance of police personnel in counterterrorism is very poor. Pakistan police personnel are corrupt, poorly trained, weakly equipped and psychologically they are not prepared for counter-terrorism. Several factors influence the police role in countering terrorism. The infrastructure of law enforcement in Pakistan is outdated and needs to be improved. According to LaFree (2012), "It is hard to imagine a convincing anti-terrorism approach that does not heavily rely on state and local police. Police role is important in terms of preventing terrorism as well as removing public fears in the wake of a terrorist attack".

After the tragic event of 9/11, the need was felt to ensure police preparedness on preventing terrorism. Police personnel can play a very significant role in gathering information related to suspects for further prevention of terrorism. One of the major responsibilities of police

personnel is to deliver timely and consistent information to the community people. Abbas (2012) commented that an efficient, well-functioning civilian police service is critical to counter-terrorism efforts in Pakistan. He further argued that to improve police image and credibility, police personnel must work to address the issue of terrorism and need to improve the law and order situation in Pakistan. International funds for counter-terrorism are mainly directed towards the military while funding for the police force is inadequate.

Jehangir (2013) stated that any counter-terrorism strategy must revolve around the police and other Law Enforcing Agencies (LEAs). This strategy must have a centralized coordination unit based on intelligence. For preventing the terrorism, recruitment and training process of police personnel needs to be changed. Although there are many deficiencies in Pakistan police to counter terrorism effectively, the police performance in Pakistan has improved in recent years. There is a need for political, moral, legal and financial support to the police personnel to count terrorism more efficiently. The government of Pakistan has announced recently National Counter Terrorism Authority (NACTA) and additionally the government has also recruited elite forces (20,000) in each province with the help of foreign funding.

Shah (2013) argued that police are the first line of defence against the terrorist. Police personnel in Khyber Pakhtunkhwa disproportionately suffer more than any other provincial police and even more than the army (Taj, 2010). There is a lack of weapons and training to the police in Khyber Pakhtunkhwa. Police personnel are more vulnerable to terrorist attacks than the army. The reason for this is that the army has better security arrangements than the police. In Khyber Pakhtunkhwa police personnel are dependent on the Intelligence Bureau (IB) and Inter-Services Intelligence (ISI) for intelligence. To counter terrorism, Khyber Pakhtunkhwa police have raised Anti-terrorist squad in each district. Police personnel have increased their patrolling and checking at all entry and exit points. Closed circuit cameras have been installed at all busy and important places in major cities. On May 22, 2014, Khyber Pakhtunkhwa established a new anti-terrorist force, the Special Combat Unit (SCU). The major function of SCU is to counter terrorist attacks and to manage extraordinary situations. It was argued that the force will be like Pakistan Army Zarrar Company in the Special Services Group. The best commandoes from the Elite Force have been selected for the force.

CONCLUSIONS

There are some hurdles in the way of effective policing in our society and without removing these issues it is difficult for police personnel to get success. The role and significance of police in crime reduction, prevention, and control cannot be neglected. To make police more effective, the whole structure of the police needs to be reorganized. The issue of countering terrorism is not only faced by Pakistan, but the entire world is facing and dealing with this issue. The role of Pakistan police is significant in countering terrorism and a lot of police personnel have lost their lives in countering terrorism rather than any other law enforcing agency in the world. Capacities of Pakistan police have now improved to a greater extent in countering terrorism. A new anti-terrorist force and Special Combat Unit (SCU) also established to counter terrorism more effectively. The law and order situations are now improving to a greater extent in the country and now the public feels more secure in public places.

RECOMMENDATIONS

The role of police personnel in responding to terrorism is very important. The government needs to realize the problems of police personnel and should improve the capacities of police to respond more effectively. The government should allocate an increased budget to police training colleges. Terrorism is one of the most serious threats to police as well. Hundreds of police officials have embraced death in terrorist incidents, in this context, there is a dire need to train every police officer on the subject of terrorism from every angle. The curriculum of police training colleges needs to be improved and revised and courses related to countering terrorism strategies, intelligence, criminal justice, suicide terrorism and stress management should be included in basic police training.

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GENDER DIFFERENCES IN POLITICAL PARTICIPATION AND POLITICAL TRUST OF YOUTH

Sadia Barrech, Muhammad Din, and Allauddin

ABSTRACT

This paper explores the level of political participation and political trust among youth. The purpose of the study was to highlight gender inequalities regarding the current trends in political participation and political trust. The secondary purpose of the study was also to explore whether people really become less prepared to involve themselves in politics. Is distrust among people rising? Moreover, the study also intends to explore answers to two other specific problems related to political interest; Are females in Pakistan less involved in the political sphere and which sex is the most trusting one? However, the study discussed in this paper discovered that male actively participate in political activities more than female, while females show high level of political trust as compared to their male counterparts. 400 youth from three public sector universities of Balochistan were the respondents of the study with 50% ratio of each gender. This study provides a comprehensive view of the gender differences regarding political participation and political trust of educated youth.

Keywords: Political Participation; Political Trust; Youth; Gender differences.

INTRODUCTION

Political trust has been a subject of concern among the political specialists since a long time. In general terms, political trust has been seen as an essential thought that captivates the mind to keep up the dependability of the political arrangement. Furthermore, political researchers have inspected if decreases in political trust undermine the security or combination of democracy? Political trust reproduces whether the exercises of the administration or the political framework increase the help of common natives. Besides, when political trust is high, the routine has authenticity and the administration face lesser compelling obstacles to concentrate (Uslaner, 2018).

The idea of trust is frequently partitioned in social trust and political trust. Social trust is the trust that individuals have in one another. This kind of trust can be characterized as: “the actor’s belief that, at worst, others will not knowingly or willingly do him harm, and at best that they will act in his interests” (Ervasti, Kouvo, & Venetoklis, 2019). As indicated by this description social trust is sometimes named interpersonal trust. Other than that, social trust is in some cases alluded to as generalized trust, which is general trust in the other individual with whom we may have prior experience. Thus, interpersonal or generalized trust is a two-section connection in that sense. An individual may have trust in others, yet others may likewise have trust in him (Dinesen & Sønderskov, 2018).

Trust in legislative issues is unique in relation to generalized or interpersonal trust, given the way that a political agenda is a significant theoretical framework. Additionally, the occupancy of the framework is unpredictable and consequently hard to comprehend for the laymen. This relevancy of the political framework makes it important for residents to place trust in it, as they are not prepared to completely comprehend the working of the framework. In any case, when the natives trust, it is too hazardous to even think about putting trust in the framework, the authenticity of the framework will be compromised, on the grounds that a framework desires assistance from residents to be genuine (Luhmann, 2018).

Gender differences in Political Trust

Previous studies indicate that women take less interest or not quite in the same extent as men in politics, these gender differences are likewise present as for political trust (Li & Kirkup, 2007). Gender differences in the level of trust show that women are more trusting than men in specific political institutions. Women seem to have high level of trust in the police, legal system, media, and parliament. The gender differences observed are little, however, more significant. Females are fairly additionally persuaded that representatives do not care greatly about them with an unconcerned level of distinctiveness (Ackelsberg, 2003). There are no gender differences however with respect to the announcement that representatives are attentive in citizen’s polls than in their sentiments. In respect to the satisfaction with democracy, men are to some extent more satisfied. Gender variance in political trust is also associated with every day practices of male and female and their interaction with political institutions (Torney-Purta, 2002).

Even three generations later with full political placement, females still

fall behind men in political participation. Nevertheless the gender difference is decreasing, gender remains a significant factor of political participation (Dalton, 2015). The previous studies show that men and women have common opinions on issues of civic strategy. The outcomes of the low altitudes of women's political participation ought not be misjudged. The inferior contribution level of females' results in an efficiently one-sided expression of the diverse perspectives inside the political framework as politicians will further frequently listen to the problems of the effectively complicated male than female citizens. As an outcome the political requirements and choice of women might not provide similar value in political decision-making procedure. Further these concerns, people advantage from their participation in politics as she/he become informed, become politically effective, and raise all types of public concerns (Stolle, Quintelier, Harell, & Nishikawa, 2008).

While on the other hand, a number of scholars argued that women political participation is equivalent to men. Women's interest is however inferior than men's interest in politics but females show interest in casual, fewer hierarchic sorts of political activities and smoothly take part more than men. This restricted estimation of unusual participatory acts imparted to the discrepancy participation in politics of gender bases erroneously outcome in the hypothesis that women show low level of participation in politics. Subsequently, these researcher's promote to expand the range of political contribution so as to analyze the inclusion of the citizens in politics passably and get more wide perspective of females as members (Scott, 1999).

Women's evenhanded participation in politics and administration of the state has been a long-standing goal and request of the women movement in Pakistan. Women's political participation is an essential necessity for democracy. Moreover, with women including half of the population of Pakistan, it is vital for their voices to be sufficiently heard in the Government and politics at all levels through their own delegates (Kalhoro, 2014). Women have progressively made spaces for themselves in politics not directly through the continuation of saved seats for women in the authoritative bodies of Balochistan, but with various women forcefully battling for their spaces, taking strong positions and requesting their incorporation and support and also constantly working for their constituencies, including women and to enhance their performance

through constant learning. It has become to be progressively clear that women in Balochistan can never again be silent spectators and non-members in the authoritative assemblies (Mirza, 2011)

Nevertheless, the positive strides that have been taken by different women in various fragments of politics in pushing the plan of women's political interest, there is still much to be desired. While many women have worked towards substantiating themselves, there are an equivalent number of women who have not been open and participatory. Besides, while the socio cultural and political environment can no more draw out or totally disregard women, it keeps on being unsupportive and unwelcoming to women, attempting to minimize their space.

LITERATURE REVIEW

Some researchers are worried regarding a failure in the inclination of youth to take part in politics. The research has uncovered the disengagement of youth in several events of political mass participation. Turnout in the election is dwindling all over the world (O'Neill, 2007). The affiliation of political parties and trade unions is additionally in descending pattern. A level of political trust is declining among youth. Other researchers also address these critical assumptions and contend that inventive methods for public activities are increasing. Political participation is not decreasing, just the way it is transforming. The study reveal insight into the late variations in political participation (Blanc, 2008).

The participatory inclusion and the level of political trust of European youth are rising in current years. Comparable rates were devised for each method of political movement (Loader, 2007). The outcomes display that particularly non-established types of radical involvement are in mainstream such as a quarter of the accused answering to have contracted a entreaty and a fifth of them answering to have refused a specific item over the span of the previous year. As concerned to the political trust, police are ranked on the top trustworthy agents among European youth specifically, on a score of 6,21 on 10 (Katz, 2011). Second was The United Nations and third was the legal system. Low level of trust was showed for the other political institutions such as the European and national parliament, while lack of political trust was showed for political parties and politicians. (Mariën, 2008).

It was investigated that men take part additionally in somewhat conservative party associated with sort of political involvement, though

females take an interest in relatively casual, fewer organized, offbeat types of politics (Ketan, 2004). It is thus essential not to exaggerate elective and different exercises in the election setting regularly in reviews however to grow the extent of conceivable political events to be addressed, to acquire a far reaching picture of females as members and consequently maintain a strategic distance to avoid biased conclusions. Concerning political trust, the gender differences contrasts remained rather diminutive. In spite of comparative altitudes of political trust between males and females, political cooperation is in this way tilted in favor for males (Loader & Mulcahy, 2003).

Political culture assumes a basic job in molding political trust. At a discrete level, the inputs of political schemers for external promotions are adjusted by the suggestions and measures assigned to activists. The benevolent persons with a one of a kind edges of reference to survey, control and oversee conflicts, the social presentation accepts the fundamental part in forming individual's perspectives towards their governing body. Notwithstanding real activities to taint the communal impact on political trust by essential and influential illuminations, the connection among philosophy and political trust cannot be disposed of. The administration receptiveness expects a substitute share may initiate from different bases in different communal instructions. Political trust be contingent further on customary characteristics. If persons in different communal commands trust their organizations for different details, examinations of political trust that don not trial its basis may truly hazard the cognizance of radical movement in different communal instructions (Shi, 2001).

The incitation of political trust is not restricted to belongings counting the repentance of physical leisure activities. Political trust is started once individuals' conceptual measures surrender and the benefits reflect their personal specific self-interest. Time-plan and single equal examination for administration expenditure are coordinated by conviction framework. Though fewer ecologists are persistent of administration expenditure than nonconformists, it is asserted that political trust truly has a lot greater influence on expenditure and conceits amongst traditionalists. The belongings of political trust amongst conventionalists are of such substantial degree that they remain a significant part and destroy the conceptual opening amidst nonconformists' and conservationists' who closely support administration expenditure. In the space of re-distributive expenditure, political trust has a different impact amongst conventionalists, preservationists, and dissidents. Trust dependably helps

provision of re-distributive expenditure amongst conventionalists and occasionally curtails accordingly amongst dissidents, with the greatest impact consistently occurring amongst conservationists. It suggests that it is not simply a dogmatic belief which upsurge the provision for re-distributive activities, it does all things which are considered strongly amongst the persons that are commonly, and at large, repudiated ideologically in such ventures (Tolleson-Rinehart & Josephson, 2016).

Persons may have somewhat modest viewpoints that are set up in multilayered musings of trust and immovably connected by the advert of the forces in British communal, and radical lifecycle. Individuals might be distanced and thought on the basis of the decisions related to the constabularies. Together the traditional and novel indicators setback greatest persistence hooked on trust in law enforcement reasonableness and public characteristics/benefits. It may be asserted that the technical value makes the thinking net constructed around trust and a sentiment of aggregate social occasion enlistment, creates a themes that the forces are 'on the comparative side'; and are 'metropolitan watchmen's' that protect, respect and guarantee reverence (Loader & Mulcahy, 2003).

Pakistan is confronting an anticipated increment in the number of youth population. According to a 2000-2001 populace report, it is at a point of the greatest assemblage of youth in its past by figure of 25 million amid the ages of 15-24. It is expanded by a ration and predicted that the all-out statistics will rise to 230 million by 2030 and further augmentation to 280 million by 2050. This suggests an additional 85 million youth population available for that the public requirements to provide food for. It is likewise accepted that the number of the adolescents will be highest around 2045 afterward that the number of inhabitants in more established people will rise. Such population explosion is a sufficient purpose to alert since additional quantities of persons will overstretch the present condition's and economic ability to accommodate the population. The absence of power, water, occupations and communal progression could simply deteriorate matters that the country is apparently encountering. Larger numbers overload the battle for restricted general assets (Siddiqa, 2010)

The understudy youth legislative issues in Pakistan have a long past and they have achieved an important job in deciding the directions occupied by the administration. Be that as it may, the proceeding with inclusion of political gatherings together with the public foundations has intentionally altered youth legislative issues, prompting a nation where

youth political interest is suspended, and political commitment is seen over possible provisions. Political gatherings, attempting to include with the young, presently cannot seem to variant their inward erections and effort sequencers. Pakistan with 63% of its populace below the age of 25, is enduring an insightful statistic variation with extensive socio-political impacts. Inability to recuperate the nature of party-political commitment with young people significantly impact the consensus.

Turnout in 2013 election and enhanced radical cooperation of Pakistani youth reflects the possible job of the youth is by all accounts more noteworthy than any time in recent past. This shrewdness of opportunity has all the earmarks of being resounding with the political gatherings too. Pretty much every political gathering had guaranteed instructive chances and occupations in the fragments of their pronouncements dedicated to the young. It is originated in the reviews that maximum youth tilt towards instruction, employments and admission as their higher urgent needs. Regardless, the current circumstance camouflages the past truth of the youth interest in Pakistani governmental issues. Supposition surveys demonstrate that political establishments are disapproving amongst mainstream of youth and they are usually indifferent to political cooperation. In any case, this is not the ancient standard of governmental issues. The antiquity of legislative issues uncovers a broad, powerful, and inventive job of youth governmental issues in national matters. Youth have much of the time filled in as ideological cutting edge for more noteworthy political developments, just as persuasive troupes in their very own privilege honor the political foundation .

A tremendous measure of youth of Pakistan is considered as a human asset. It tends to be used in, monetary, communal, philosophical, and political advancement of the nation. Because of abnormal state of vitality, they could do healthier activities in every segment of life. Nevertheless, the inappropriate mainstream lack of trust among youth in administration and its foundations creates a havoc. They do not sense themselves as the piece of this framework in light of the fact that the key basic leadership is tight to a couple of individuals and there is no incorporation of youth in basic leadership. Despite the fact that adolescent approach has alternatively planned. It demonstrates the absence of consideration of administration in dazzling events for youth. They could utilize weight on finishing administrative restriction techniques. They are currently in a situation to utilize weight on government officials as they are qualified electorates from the age of 18 (Zeb, 2008).

RESEARCH METHODOLOGY

In the present study quantitative research method was used as a research approach. The target population was the youth of three public sector universities. Each of the University having respondent 104, 106 and 90, student respondents, respectively. Total population size was 400 respondents from which 50 % were male and 50 % female respondents. Data was collected from the youth of three ethnic groups, Pashtun, Baloch and Hazara. Sampling was done using proportionate random sampling. The sample was draw through taro Yamani formula. Respondents were aged from 18 to 30 and the tool of the data collection utilized was the survey method. To analyze the data the Statistical Package for Social Sciences (SPSS) was used.

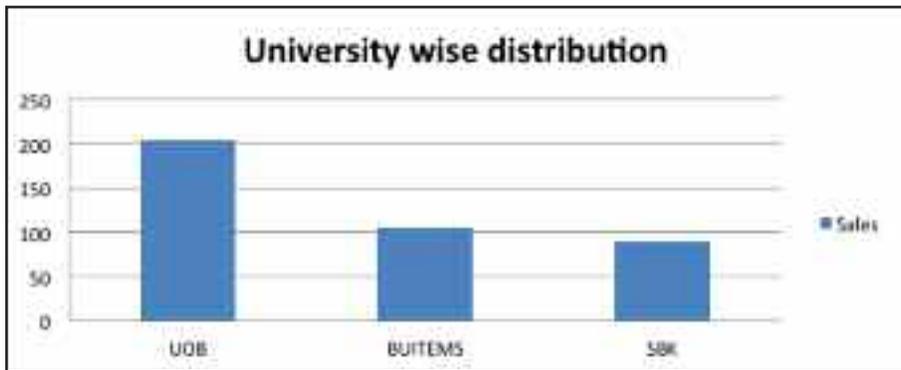


Figure 1 Shows data about the university wise distribution of the subjects of the study. Statistics displays that majority 51% of the subjects of the study were from University of Balochistan while 26% of the respondents were from Balochistan University of Information Technology Engineering and Management Sciences, Quetta. Data further shows that 23 % of the respondents were from Sardar Bahadur Khan Women University, Quetta.

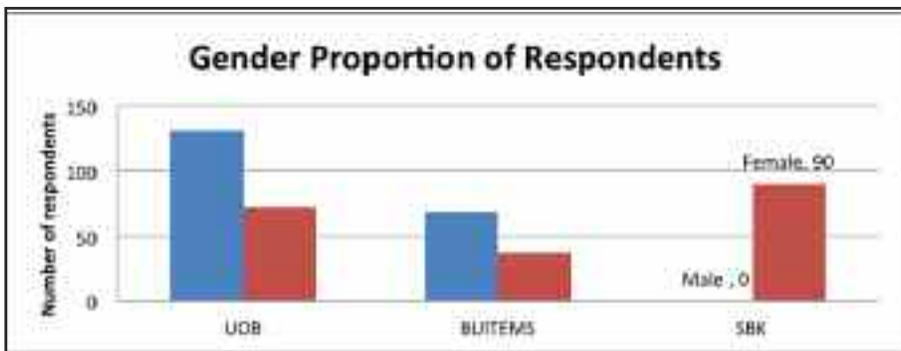


Figure 2 shows data regarding gender proportion of the respondents. Data shows that majority 131 male and 72 female respondents were from University of Balochistan, while 68 male and 37 female respondents were from Balochistan University of Information Technology Engineering and Management Sciences Quetta. Data further shows that there were 90 female respondents and no male respondents from Sardar Bahadur Khan Women University Quetta.

FINDINGS AND DISCUSSION

Table 1. Relationship between gender of the respondents and Political Trust of youth in Balochistan

Parliament	Legal System	democracy	Political parties	Politicians	media	Police
-0.14*	-0.26***	-0.13***	0.13**	-0.02**	0.15***	0.02

(N= 400). Notes: * = $p < .05$; ** = $p < .01$; *** = $p < .001$. Units= Differences in mean level of trust between male and female. With trust measured on a scale from 0 to 10 with 0 representing that they have no trust at all in that institution and 10 representing that they have complete trust in the institution.

Table 1 illuminates the observation of the respondents regarding their gender and political trust. Positive values designate that females have more trust than men in a convinced political institution. As respect to gratification with government, legal system and democracy, females are somewhat more satisfied on average with a mean level of respectively 270, 265 and 233 on a scale of 10 in regard to government. Male show higher level of trust on political parties and media. Both gender differences are significant as the p value ($p < 0,001$) is less than 0.005. Female have low level of trust on politicians, while police were at the lowest level of trust among both male and female respondents.

CONCLUSION

Young people are less inclined to take an interest in political exercises since they don't feel pulled into governmental issues. Their detachment in the issue is influenced due to the lifecycle impacts, for example, lodging, marriage, work, etc., which they generally do not yet experience. Young people work with an exceptionally limited origination of governmental issues that is confined to formal legislative issues. The fundamental factors were characterized as ordinary and unpredictable support. It tends to be reasoned that men take an interest more in rather

traditional, party related sorts of cooperation, while ladies take an interest more in rather informal, less organized, unusual forms of legislative issues. Female are somewhat more satisfied with government, legal system, and democracy, while males were satisfied with political parties and the role of media.

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AN INVESTIGATION INTO THE CLASSIFICATION OF CODE SWITCHING IN INSTITUTIONAL SETTING IN KHYBER PAKHTUNKHWA

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Dr. Mohammad Munazzam Sharif**

ABSTRACT

Code switching has been classified into grammatical and sociolinguistic categories. The sociolinguistic classification is mainly based on the function that code-switching serves in a specific context while the grammatical classification is made on the basis of the structure of the code-switched component. The current study aims to investigate the nature of the grammatical classification of Code Switching (CS). For this purpose, a total of 3 hours teachers' and students' interactions were audiotaped and a questionnaire comprising open and close-ended questions were served to the participants of the study. The findings show that the teachers and students code switched at Intra, Inter and Tag level wherein Intra CS came up not only as of the most dominant but diverse form of CS. The study is important in the sense that it will further enhance not only understanding of the teachers and students about nature and existence but also establish the prevalence of CS in institutional settings.

Keywords: Code Switching (CS); Sociolinguistic; Intra CS; Grammatical Classification.

INTRODUCTION

Code switching (CS) is a widespread practice observed in multicultural and multilingual societies. The study of code switching can be traced back to the early 20th century. Weinreich (1953), is considered to be one among the foundational studies in this context. The two other pioneer proponents of code switching, specifically linguistics analysis of code switching, were Ferguson (2003); and Fishman (1972). Since then code switching has been studied from different perspectives. Irrespective of domain, it has been generally noticed that research in code switching is carried out from one

of the two perspectives, namely a grammatical perspective or sociolinguistic, and specifically the functional perspective. The grammatical aspect has mostly dealt with the grammatical/structural constraints involved in code switching (MacSwan, 2017; Poplack, 1980). On the other hand, the sociolinguistic approach concerns with questions such as how social meaning is created in code switching, how social elements influence the use of code switching and why code switching is used. (Fishman, 1972; Blom & Gumperz, 2000).

The same grammatical and functional bits are evident in the definition made by different linguists. For example, Trudgill (1992) approaches CS from a broader sociolinguistic perspective and defines CS as “the process whereby bilingual or bi-dialectal speakers switch back and forth between languages and dialects within the same conversation” (p.16). Trudgill (1992) emphasized the variation and alternation components in CS and did not talk about any other aspect. Blommaert (1992), turned to the social and historical dimensions and defines CS as “a kind of social historiography, which cannot be explained in linguistic terms” (p.63). Likewise, Blommaert and Varis (2011) focus on the semiotic and functional dimensions and highlight the symbolic and social significance of CS. According to Nilep (2010), CS is “the use of language alternation or of code choice in order to contextualize an utterance” (p.2). Here, the word “contextualize” bears importance. It is used in the sense of social context, which takes us to the macro sociolinguistic world. A critical look at the definitions mentioned above reveals that they have approached CS from a very narrow angle, falling within the realm of macro-sociolinguistic perspective but none of them has done justice to address CS as a whole.

Contrary to the social side, there are some researchers, who while defining CS, mainly focused on the grammatical aspect. Poplack (1980) while defining CS elucidates “CS proceeds from that area of the bilingual’s grammar where the surface structures of L1 and L2 overlap, and that CS, rather than representing the debasement of linguistic skill, is actually a sensitive measurement of bilingual ability” (p.581). The definition very explicitly emphasizes the grammatical aspect, particularly bilingual grammar. However, the functional side is not touched. Similarly, Valdés (1981) very directly turns to the grammatical aspect and describes CS as “the alternate use of two languages at word, phrase or clause level” (p.95). It can be noted here that Valdés (1981) has just talked about the structural levels (words, phrase, and clause) based on which CS is

classified into three main structural types. He did not touch on the functional aspect. In the same way, Bokamba (1989) has also focused on the grammatical side “Code switching is the mixing of words, phrases and sentences from two distinct grammatical (sub) systems across sentence boundaries within the same speech event...” (p.278). In short, all these definitions very clearly reflect the theoretical backgrounds of the researchers. We can say that CS has been approached from two main perspectives: social and grammatical. However, none of the above-mentioned linguists in their definitions has tried to explain CS as a holistic bi-multilingual practice. The same is the case with different studies they have either focused on the social aspect or the grammatical dimension but very few of them combine the structural aspect with the social ones.

In Pakistan, being a multilingual country code switching is a customary practice, which has been extensively explored. Most of the studies have either focused on the grammatical aspect of sociolinguistic investigation of CS but the structural classification of CS in combination with the function of each CS type has been the least explored dimension. Consequently, the current paper has explored the classification of CS in combination with the function of each CS type in one and the same study. The study is significant as it not only highlighted the classification of CS but also outlined the nature and frequency of each type of CS, which eventually helps to further the understanding of the subject at hand. For this purpose, two main questions were posited:

1. How many types of CS emerge in the interactions of students and teachers in an academic setting in Khyber Pakhtunkhwa?
2. What kind of CS emerge as the most dominant of the CS types in an academic setting in Khyber Pakhtunkhwa?

LITERATURE REVIEW

CS has been classified both, on the basis of its functions that it serves and its form/ structure. Blom and Gumperz (2000) have classified CS into Situational and Metaphorical CS. Situational CS is dependent on situations. It means that code switching is triggered by the change of situation which generally includes, participants, setting and activity-type. Metaphorical CS refers to CS where the situation and setting remain the same, but the speaker code switches for other reasons. Metaphorical CS mostly emerges in interpersonal relationships, which can be attributed to interpersonal reasons (Blom & Gumperz, 2000). Myers-Scotton (1993)

divides CS into three main categories but two of them, marked and unmarked choices, are commonly cited in CS literature. Marked choices, she refers to situations, where the speaker moves/behaves unexpectedly and breaks the norms of the context. On the other hand, unmarked choices are used for speakers' ritualized selections, conditioned by traditional norms and patterns of a community. For example, if in a particular community, the speakers generally use two varieties/languages each separately in formal and informal situations and now if a speaker in formal situation uses a variety associated with the informal situation, so this would be labeled as a marked choice. On the other hand, if a speaker follows the norms of the community and code switches accordingly, then this would be labeled as an unmarked choice. Furthermore, some of the researchers turn to Conversation analysis and classified CS into discourse oriented and participants-oriented CS (Auer, 1998). Discourse oriented CS is triggered by discourse-oriented reasons such as topic change, emphasis, clarification of certain points and so on. On the other hand, in the participants-oriented CS, the speaker changes language due to the needs/requirements of the co-participants (Auer, 1999).

Likewise, based on the structure/grammatical aspect, CS is also classified into diverse types. So far, the structural classification of CS is concerned, it would be unjust not to mention Poplack (1980). Poplack (1980) presents a seminal study where CS is addressed from a structural or grammatical perspective. She has classified CS into three main types: Inter sentential, Intra sentential and Tag CS. The study served as a lighthouse and guiding principle for myriad studies exploring the types of CS (grammatical), conducted across the globe until present (Mabule, 2015; Romaine, 1997; Saraswati & Octavita, 2016). Mabule (2015) explored the types and functions of CS in two different settings and contexts but produced the same findings that there emerged three main types of CS, Inter, Intra and Tag CS. However, there do exist studies and researchers who have restricted the classification of CS to Inter and Intra CS only. They included Tag CS in the Intra CS category (Kebeya, 2013; Myers-Scotton & Bolonyai, 2003). But the current study is guided by Poplack (1980) three-pronged CS classification. The reason is that it is a detailed and fully explained model, while the two-pronged CS models seem to be oversimplified, which lack in-depth CS structural exploration.

Inter Sentential CS

Inter sentential CS actually refers to CS at clause or sentence level. It

means that if a speaker produces one clause or sentence in one language and then subsequently produces the next sentence in another language, this phenomenon would be called Inter sentential CS. Poplack (1980) while commenting on Intersentential elaborates that Inter sentential CS is comparatively easy and any average bilingual can involve in Inter sentential CS. Numerous studies conducted in different parts of the world have reported Inter sentential CS (Kebeya, 2013; Romaine, 1997). In the following line, inter sentential CS is illustrated with the help of an extract taken from the current study. *maa rotay khwaraly da (I have taken lunch) and when will you take lunch.* Here it can be observed that the first sentence is in Pukhto and the subsequent one is in English, so it is an example of Inter sentential CS.

Intra Sentential CS

In Intra sentential CS, code switching takes place within a word, clause, or sentence level (Casas, 2008; Mabule, 2015; Saraswati & Octavita, 2016). An example of intra CS from the current data can be as *hagha smart aow clever and also chalak da* (He is smart, clever and sharp). In this example, one can clearly see that the speaker code switches between Pukhto and English within a single sentence, which is an illustration of Intra CS. In addition, some of the researchers have referred to Intra word CS, which is included in the current study in Intra sentential CS. The example of Intra word CS can be *teacheran* (Teachers). In the word, *teacheran*, the base word is English “teacher” which is converted into a plural by applying the Pukhto rule of plural formation to the English word “teacher.” Intra CS is considered to be one of the most difficult types of because here the speaker is supposed to be competent enough to deal with the grammatical rules of both languages. Besides, Intra CS is risky and the speaker can easily get confused, hence, can lose the direction in the sentence. Poplack (1980) refers to the same point that Intra CS is “.... running the risk of rendering utterances that will be ungrammatical” (p.570). Because it requires grammatical integration of two languages, which need grammatical knowledge of both the languages. Given the fact, only a proficient bilingual, who has a strong grip on both languages can engage in Intra CS. Besides, several other studies have also come up with the same conclusion (Romaine, 1997).

Tag CS

In Tag CS as the name indicates, a tag is attached to a sentence which is entirely in another language. According to Poplack (1980) “Tags are freely

moveable constituents which may be inserted almost anywhere in the sentence without fear of violating any grammatical rule” (p.569). It means that the Tag phrase/constituent can be placed anywhere in the sentence. There is no restriction on its position. Moreover, Tag constituent is an independent grammatical component in a particular language which maintains itself and remains independent grammatically. Several studies have come up with Tag CS in their classification of CS (Mabule, 2015; Saraswati & Octavia, 2016). An example of Tag CS is as follows; I know *chi di dir takra ye* (I know that you are very talented). Here, an English Tag, I know is attached to a sentence which is otherwise completely in Pukhto. It can be observed that in Tag CS both the units remain separate from the grammatical perspective of the languages concerned.

RESEARCH METHODOLOGY

The study aimed to find out the types of CS and its relative frequency. For this purpose, three hours of interactions between teachers and students and a questionnaire with closed and open-ended questions were distributed among ten teachers and 60 students. The study was conducted in an academic setting in Khyber Pakhtunkhwa, Pakistan. Keeping in view the nature of the study, a mixed-method design was used. Data were transcribed and observational analysis of the data informed by Blom and Gumperz (2000), was conducted.

Background and Location

The study was conducted at Abdul Wali Khan University, Mardan and its affiliated colleges. The university is located in Khyber Pakhtunkhwa, a province situated in the northwest of Pakistan. There are more than 26 languages spoken in Khyber Pakhtunkhwa, wherein Pukhto language is the dominant and native language of the majority of the people in the province. Broadly speaking Pukhto is mostly used in domestic and social settings while English is mainly used as the medium of instruction in higher educational institutes. Besides, Urdu being the national language of the country is also used at times. In such a multilingual environment, the emergence of CS is a natural phenomenon.

Selection of the Participants

A total of 50 graduate students and ten teachers were purposively selected from the faculty of Arts and Humanity, Abdul Wali Khan University Mardan and its affiliated colleges. The students were anonymised as S1, S2, and S3 up to S50, while the teachers were labelled as T1, T2, up to T10. The age range of the teachers was from 25-21 year whereas the students were 19 to 25-year-old. Before proceeding with data collection, all the ethical procedures/formalities were fulfilled.

Procedure for Data Collection

Data was collected employing audio recording of the interaction of teachers and students for 3 hours. Afterwards, the interactions were transcribed. Consequently, the teachers and students' perceptions were elicited through a questionnaire with open and closed-ended questions. The interactive data was analysed informed by observation and guided by Poplack (1980). Based on Poplack (1980), data were categorised into Intra, Inter and Tag CS.

Data Analysis

An observational analysis of the data guided by Poplack (1980) was carried out. The analysis showed that the teachers and students code switched at three different levels: Intra, Inter and Tag. Further, the analysis also revealed that the students and teachers mostly code switched at Intra sentential level.

RESULTS AND FINDINGS

The findings of the study were analysed separately. First, the findings of the interactive data are given and discussed. Then the findings of the questionnaire are explained and discussed. In order to determine the types of CS, an observational analysis informed by Poplack (1980) was conducted. The analysis showed that there emerged three main types of CS: Intra CS, Inter CS, and Tag CS wherein Intra CS came up as the most dominant of the CS types. A summary of the overall findings of the study is shown in Table 1 and the interactive data in figure 1.

Table 1. Summary of CS types

No.	Types of CS	Interactive data	Interview data
1	Intra CS	219	47
2	Inter CS	63	32
3	Tag CS	80	21

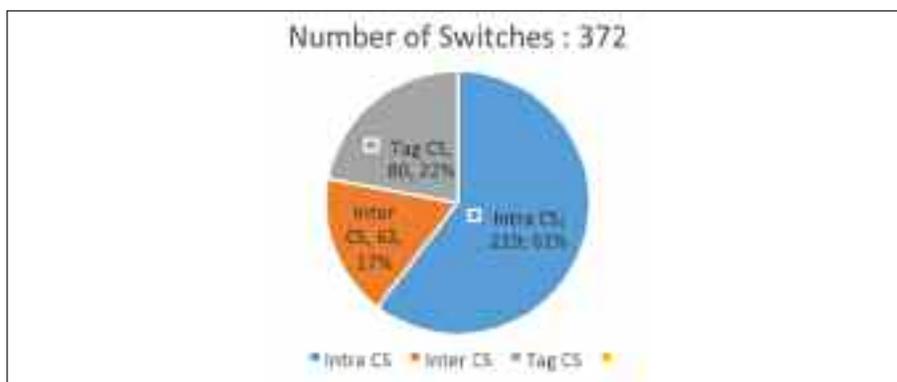


Figure 1. An Outline of Interactive Data

In the following section, we have discussed and explained the findings of the interactive data. Due to the limitation of space and time only two examples in each case are quoted and analysed.

Intra Sentential CS

Intra CS refers to CS within a clause or within a sentence level. Generally, Intra CS is considered to be the most difficult of all CS types. Poplack (1980) explains the same as “We refer to this as the most complex and intimate type since a code-switched segment and those around it must conform to the underlying syntactic rules of two languages which bridge constituents and link them together grammatically” (p.589). Romaine (1997) also endorses the same point that Intra CS is one of the complicated types of CS, which is generally avoided by most of the bilinguals except those who are the most competent ones. The complexity lies in the fact that it mostly runs the risk of mixing and fusing the syntactic and morphological rules belonging to two different languages. Therefore, it is generally assumed that only the most competent bilinguals, who have a strong grip on both languages, can engage in Intra CS. This type of CS can be found within a sentence, clause and even within a word level. For example, in the clause kha (*ok*) *negative contrast da moon alta ke dim cool wu* (It is an example of negative contrast. There the moon was dim cool), it can be observed that the speaker in a very fluent manner code switched within a clause where initially the matrix language remained Pukhto and the English words such as *negative contrast, moon, dim cool* are embedded therein. Likewise, CS within a word-level can be contextualised by referring to the examples, “Dean” and *Dean+nan* (*Deanan*) and “Rickshaw” *Rickshaw+ Wala* (*Rickshaw-wala*). Here, it can be observed that the Pukhto rule for plural formation is applied to the English word “dean”. In Pukhto mostly plurals are formed by adding a suffix, + nan to a noun. Similarly, in “rickshaw” Urdu and Pashtu suffix “Wala” (person) is added for the derivation of another noun from an already existing one, “*Rickshaw-wala*” means the driver of Rickshaw.

The same back and forth movement between English and Pukhto can be observed in extract 1 (a), where T 3 starts with Pukhto *taso khu ba khpul zaan hum* (You have to maintain yourself) and then turns to English *maintain* and thus the interplay between Pukhto and English continues till the end. Interestingly, T3 utters the subject part of the sentence in Pukhto *taso khu ba hpul zaan hum* (*You will yourselves*) and then for the verb part code switches to English *maintain*. The same sequence, with minor

change in the subject part, is repeated in the subsequent sentence *aow taso ba budh behaviour hum bardasht kavay* (You will have to bear the bad behaviours). In the next sentence, the pattern changes and instead of English, a Pukhto verb can be observed *warkave* (to give) and so, the practice continues till the end. The whole extract is loaded with Intra CS, which is not an easy task to manage. Because here, the speaker has to coordinate and manage two different grammatical systems. But all this is done meticulously.

Further on the functional dimension, mostly these switches are used unconsciously, this is shown by the lack of pauses, hesitation, and intentional pauses. In addition, the speaker code switches in a diverse manner in either direction; Pukhto-English and English-Pukhto. This highly diverse CS makes it difficult to determine the immediate function of Intra CS.

Extract 1(a)

T3. Taso khu ba hpul zaan hum maintain **satay** (You have to maintain yourself) **aow taso b** behaviour **hum** face **kavay haghvi ta b** time **hum warkave** (And you have to bear them and give them time too) **haghvi b** face **kave hum (.)** (You have to face them) at least **kor k da** tension **na v**

Extract 2(a) is slightly different than extract 1. Here S5 starts with an English phrase *we expect* and then for completion of meaning/idea switches to Pukhto *chi hagma ba sta corridor ke walar ye* (that he will be standing in your corridor). Though the matrix of the subsequent sentence is Pukhto but there does exist English switches such as *corridor* and *like*. Then finally in the last sentence, there appears a kind of repair work that begins with an English connector *but* and then the entire sentence is delivered in Pukhto, *dagha bandy dasy na da chi dvi dagha se walar ve aow gupshup kavi* (It's not like that they will be only standing and gossiping). The extract shows a variety of Intra CS embedded equally in diverse structures.

Approaching extract 2(a) from a functional perspective, yet again the speaker code switches in a highly fluid and diverse manner, which makes it difficult to determine its function with this specific context except in the first where the speaker tries to look for a gap filler. The context shows that in the extract after *like hagma kae gupshup kavi* (That they will be standing in the corridor and will be gossiping) the speaker seems to be looking for a particular phrase or word.

Extract 2(a)

S5. we expect **chi hagma ba sta** corridor **ke walar ye aow** corridor **k b (.)** like **hagma kae gupshup kavi** (That they will be standing in the corridor and will be gossiping) but obviously **dagma bandy dasy na da chi dvi dagma se walar ye aow gupshup kavi** (It's not like that they will be only standing and gossiping)

The analysis outlines that the teachers and students have demonstrated a high level of diversity and creative use of Intra CS, which could not be restricted to some specific structure or grammatical category. Moreover, this highly creative, diverse, and fluid use of CS equally makes it difficult to determine its immediate function. This shows that the speakers mostly code switch at Intra level unconsciously or habitually.

Inter Sentential CS

Inter sentential is self-explanatory. It refers to CS beyond sentence or clause level. If one sentence or clause is in one language and the subsequent one is in another language, this phenomenon is known as Inter sentential CS. Tajolosa (2013) explains inter sentential CS as “ Inter-sentential code-switching, on the other hand, involves a switch at a clause or sentence boundary, where a clause or sentence is in one language or another” (p.55). Poplack (1980) explained that Inter sentential CS is the easiest among CS types and an average bilingual can easily manage it. Romaine (1997) agreed with Poplack that Inter sentential CS does not require high proficiency on the part of the speaker and a common bilingual could manage it easily. An example of Inter sentential can be, *I will come tomorrow but za ba khaar ke paty kegum* (I will stay in the city). Here it can be observed that the first clause of the sentence is in English and the subsequent one is in Pukhto, which is an illustration of Inter sentential CS.

On the functional front, here the speaker code switches for conclusive remark. In the first clause, the speaker raises the issues and creates a kind of suspense and then code switches to deliver the key idea.

Extract 3(a)

L1. **na chi da mashum da** (It is not a child) **(.) but** it is in the sixth that man is to be supported by angela

In extract 3(a), the order of Inter sentential CS changes. Here the lecturer begins with a Pukhto clause **na chi da mashum da** and then in the successive clause turns to English *but it is in the sixth that man is to be*

supported by Angela. In other words, here one can observe Inter sentential CS at the clause level. In the first clause, the speaker states that it is not a child and then in the next dependent clause, the speaker completes the sentence that it is in the sixth stanza that man is to be supported by Angela. Yet again here the speaker in order to complete the idea and meaning of the first clause code switches to another language. In a way, the speaker code switches for communicative purposes.

Extract 4(a)

SF10. *he was going sir **hagha zaka ta chi hagha pa his qimat hpul beloved na prehuda** (He wanted to reach his beloved by all means) (laughing)*

Again in extract 4(a) SF10 begins with an English clause the *man was going*, which is completed by the subsequent clause in Pukhto, ***hagha zaka ta chi hagha pa his qimat hpul beloved na prehuda*** (because he wanted to meet his beloved by all means). So, this is another example of inter-sentential CS at the clause level. A closer look at the switching point reveals that the speaker code switches for conclusive or making important remark. This appears to be a pedagogic strategy which the speaker employs for highlighting the important part of the sentence.

In short, the speakers have also frequently code switched and have shown variation at the Inter sentential level too. The speaker code switches at this level for making important remarks or highlighting the important part of the argument.

Tag CS

Tag CS refers to that type of CS, where a phrase or a switch is inserted or attached to a sentence which is entirely in another language. It means that the main sentence is in one language and the tag part is inserted from another language. According to Poplack (1980) “tags are freely moveable constituents which may be inserted almost anywhere in the sentence without fear of violating any grammatical rule” (p.589). Tajolosa (2013) also confirms the existence of Tag CS and highlights its nature. He defines Tag CS as” Tag switching involves the insertion of the tag in one language into an utterance which is otherwise entirely in another language” (Tajolosa, 2013, p.55). Tag CS does not depend on the high bilingual proficiency of the speaker in both languages. But the speaker should be competent enough to insert tag/switch from one language into the sentence of another language.

Extract 5(a)

T1. teek da kana (Ok now) he describes these people with villainous characters as like some characters in the dramas or the novels

In extract 5(a), T1 attaches a cliché phrase of Pukhto *teek da kana* (Ok) to an otherwise English sentence, which can be rightly labelled as Tag CS. The phrase *teek da kana* (Ok) is habitually used by native Pukhto speakers to get consent or agreement from the audience/listener. Generally, it is used as comprehension check and so did the writer use it in the current context as well. So, here the speaker code switches unconsciously serving in the current context as a comprehension check.

Extract 6(a)

L4. I wish **chi taso charta mug sara khwaky osedy** (I wish you were living in my neighbourhood) (laughing)

In extract 6(a), an English phrase *I wish* is inserted as tag in an otherwise complete Pukhto matrix, *chi taso charta mug sara khwaky osedy* (I wish you were living in my neighbourhood). In the first extract the tags words are from Pukhto, inserted in English matrix but in the last extract the order gets reversed, the tags are in English attached to Pukhto sentences. Yet again, the speaker uses the phrase “I wish” as habitual exercise, serving no other but just to give expression to his habitual whim.

The analysis revealed that in comparison to Intra and Inter CS, Tag CS appears to be a bit limited in use and meaning. We do not see that much variety in terms of its function and sequence. Mostly it is used either at the very beginning of the sentence/clause or at the very end. Likewise, it is used for very limited purposes, serving as a comprehension check, emphasis and so on. Moreover, it is generally considered to be the easiest form of CS, which does not require high bilingual proficiency and grammatical knowledge in both languages.

On the whole, both the teachers and students have made frequent use of all three types of CS. However, Intra CS has come out as the most dominant one, which could be attributed to the high bilingual proficiency of the speakers.

Interview Data (b)

In the questionnaire section, most of the students confirmed that there are three main types of CS. A total of 47 out of 50 students and 10 out of

10 teachers endorsed that they code-switch at Intra level. Similarly, 32 out of 50 students and 8 out of 10 teachers also endorsed the code switch at inter sentential level. Further, 21 out of 50 students and 8 out of 10 teachers also endorsed that they code switch at Tag level. It is to be noted that later on when the findings were shared with participants, all of them confirmed it for three types.

Table 2. Questionnaire Break-up

Types of CS	Total participants	Students	Teachers
3	60	50	10
Intra CS	=	47	10
Inter CS	=	32	8
Tag CS	=	21	9

For the sake of convenience and shortage of space, we have just quoted three examples from the data of the questionnaire for all three types of CS, respectively.

T3 while commenting on the question about the types of CS, explained that in most of the cases the teachers and students change language at Intra sentential level. He also referred to Inter and Tag CS too. Therefore, in this way, he referred to all three types of CS.

Questionnaire extract 1(b)

T3. We frequently code switch within the sentence. But sometimes we also code switch between a sentence or add some habitual kind of phrases, for example, I know, right etc.

In the questionnaire S5 very clearly stated that there are three main types of CS. He explained that code switching within a sentence or clause is a widespread practice that can be seen almost everywhere.

Questionnaire extract 2(b)

S5. There are three main types of code switching; code switching in the sentence, changing of complete sentence or clauses and attachment of phrase or word. Using words within the sentence is something common.

The findings showed that teachers and students code switched at all three levels: Intra, Inter and Tag CS. The interactions of the students and teachers revealed that they dominantly code switched at Intra level. Further, Intra CS and Tag CS are mostly done unconsciously which make at times difficult to determine its immediate meaning. However, at Inter

level the students and teachers do CS to make conclusive remarks or sentence completion.

DISCUSSION

The analysis showed that the lecturers and students code switched diversely at all three levels (Inter, Intra and Tag). The diverse uses of CS particularly at Inter and Intra sentential levels, shows the level of permeation that CS has made into the lives of the participants, which feature prominently in their interactive practices. Even though Intra CS is considered to be one of the most difficult types of CS which requires a high level of bilingual proficiency but in the current study, the speakers have made free use of Intra CS in their interactive practices. The reason of difficulty maybe that it mostly involves the risk of violating grammatical rules which can lead to the production of ill-formed and meaningless utterances (Romaine, 1989, p.113). As a result, only the competent balanced bilinguals can control and practice Intra CS (Poplack, 1980). Keeping in view the complexity and vulnerability of Intra CS, some of the researchers have even called Intra CS, particularly at a word level, such as mixing (Bokamba, 1988).

Unlike Poplack (1980) where Intra CS was the least reported among the CS types, in the current study, Intra CS has come up as the most dominant of all CS types. The reason may be that the participants in Poplack (1980) might lack bilingual proficiency which might have prevented them to practice CS at Intra level. While in the current study, the speakers are quite fluent in both languages which resulted in the frequent occurrence of Intra CS. Therefore, the frequent use of Intra CS in the current data is indicative of the speakers' command of both the languages which may be attributed to their rich and dynamic bi/multilingual background.

Besides, the findings showed that Intra CS is not only the most dominant of CS types but also contains a high level of diversity. In simple terms, Intra CS cannot be limited to specific parts of speech, grammatical category, open or close clause items or even syntactical order. Besides, Intra CS, CS within a word have also been observed. Diversity is also evident at the word level too. This diversity yet again distinguishes the current study from Casas (2008); Mabule (2015); Poplack (1980); and Saraswati (2013). None of these studies has shown and reported the kind of diversity that this paper has found in the current study.

Also, the findings also revealed that Intra CS is not one-directional. In the case of unidirectional CS, the matrix and embedded languages consistently remained the same, while in bidirectional CS, it varied and changed from place to place and time to time. In the current study, the sequence of matrix and embedded language keep on changing in a continuous fashion. Sometimes, English remains the matrix and Pukhto is embedded and vice versa. Poplack (1980) also produced bidirectional CS “Spanish to English” and English to Spanish, but she did not report the diversity at each level. Likewise, numerous studies have also reported different CS types, but they did not further explore these CS types (Casas, 2008; Mabule, 2015; Romaine, 1997; Saraswati, 2013). Casas (2008), for instance, has also investigated CS types but he has just mentioned the types of CS and then exemplified it with data extracts. Similarly, Mannarswamy, Saraswati, and Raghavendra (2013) have also explored CS types in the US, but his focus was on Intra CS and the level of proficiency of the speakers. He has classified CS into two types Intra and Inter CS and then concentrated on the relationship between proficiency and Intra CS. Mabule (2015) also explored CS types in South Africa and came up with the same three-pronged structural classification of CS: Inter, Intra and Tag. However, he did not go beyond this point.

The high diversity in the current study may be attributed to the speakers’ socialisation and brought up in a bi/multilingual society. The teachers and students are brought up in a multilingual Pakistani society, where they are exposed to different languages. Consequently, in such situations, the emergence of multilingual practices such as CS is a natural and unavoidable phenomenon (MacSwan, 2017). The findings are important in the sense that it answers all those who consider CS to be a negative practice and advocated its avoidance (Khan, 2014). However, in the current study, the diverse and frequent use of CS at Intra level showed that CS is not a linguistic deficit but rather a positive resource, which enhance the communicative potential of the speakers. Besides, all the participants perceived CS as a positive and useful practice and recommended that it should be used.

In short, the current study shows that the lecturers and students have made a free, fluent, and diverse use of CS, which have been classified into three categories: Intra, Inter and Tag CS. The dominance of Intra CS and the diversity in CS practices, in general, take us to the speakers’ rich

multilingual background. In other words, the lecturers and students CS practices are rooted in their socio-cultural and socio-psychological background.

CONCLUSION

The study aimed to find out CS types and their dominance. The study showed that the teachers and students code switched at all three levels, that is, Intra, Inter and Tag CS. Further, Intra CS emerged as the most dominant form of CS. Moreover, the study reported a high diversity among the different CS types particularly Intra CS. As the study was restricted to Mardan, consequently it is needed to be extended to other areas too. The study also recommends an in-depth exploration of CS types and its main functions not only in an academic setting but also in other settings such as media, communication in general, family, and domestic settings.

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MODERATING EFFECT OF EMOTIONAL ATTACHMENT ON THE RELATIONSHIP BETWEEN GENDER DISCRIMINATION AND BEHAVIOURAL OUTCOMES IN ACADEMIA IN PAKISTAN

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ABSTRACT

Employers, who are socially responsible, are considered to be better organizations because they provide discrimination-free workplace environment. Previous literature on gender discrimination has majorly focussed on one aspect—sexual harassment. However, there are dimensions of this social issue which are also important but less attention has been given to them. Similarly, the majority of previous researches on gender discrimination have been conducted in developed countries within industrial settings with little attention to developing countries within academic settings. The current study is an attempt to fill this gap by utilizing a multidimensional model within the cultural perspective of Pakistan. This study examined several behavioural outcomes of gender discrimination within the faculty members of public sector universities of Pakistan. The study also examined the interacting effect of emotional attachment (affective commitment) on the relationships of gender discrimination and its behavioural outcomes. Data was gathered from 313 faculty of the public sector universities. The model of the study is evaluated using Structural Equation Modelling with the help of AMOS version 21. Results of the study revealed that gender discrimination positively affects turnover intention and job stress, while have a negative association with job satisfaction. The results of the study also uncovered unique results regarding the interacting effect of emotional attachment (affective commitment) on the relationships of gender discrimination and its

outcomes. These findings would help all the stakeholders to look into possible ways to promote a positive work environment.

Keywords: Gender Discrimination; Behavioural Outcomes; Job Satisfaction; Turnover Intention; Job Stress.

INTRODUCTION

Employees are the soul and heart of any organization that transforms inanimate elements of production into material comfort. Effective management of employees calls for an approach, which is different from conventional personnel management. Fifty years back, overseeing HR was simply because of the less complex and homogenous nature of the workforce. In current times, the workforce has turned out to be heterogeneous (Channar, 2010). Wayne (1995) pointed out further that it is important for today organizations to manage a diverse workforce in such a way to enable them to use their abilities and potentials at workplace, where no group or individual has disadvantage or advantage over others. In other words, the effective management of diverse workforce in an organization has become very much important since the advent of globalization. At the same time, it is also important for organizations to manage diversity in order to discourage unequal treatment of workforce and to give a free and fair work atmosphere to all employees where they can work and participate on equal chance (Channar, 2010).

Managing workforce diversity, nevertheless, regarded as a challenge for many organizations, but at the same, it also provides a number of opportunities to today organizations. Management of diversity in an effective way can provide numerous positive advantages to organizations such as more productivity and maintenance of talented and productive workforce (Anne, 1996). Moreover, fair policies and suitable managerial behaviors is also necessary for every organization because they influence employees' behaviors within the work environment (Felicia & Octavian, 2012; Malik & Naeem, 2011).

The literature on organization justice revealed that institutional practices and policies have a significant influence on employees' work attitude. If organizational policies and practices are perceived discriminatory and unfair, it will cause feelings of anger, hatred among the employees and frustration (Ahmad, Fakh, Ali Shah, & Zaman, 2010; Channar, 2010). Such feelings could unavoidably lead employees' dissatisfaction, which may worker disappointment that may end on

turnover of valuable employees. Similarly, one of the main challenging job for the managers and organizations are giving employees a fair workplace environment which protects them from all forms of discriminations (Shaffer, Joplin, Bell, Lau, & Oguz, 2000). However, recently this has become crucial for every employer who is socially responsible to provide a free and fair working environment to their workforce due to the onset of the globalization (Channar, 2010). However, in last two decades, more focus has been given to employment discrimination and organizational justice due to their significant influence on employee's behavior and attitudes (Shah & Rasli, 2015; Shami, Ali, & Rehman, 2015; Tsai, 2012) Research on these constructs have got broadened during this time.

LITERATURE REVIEW

The notion of discrimination has its origin in the sociology field. A (Dipboye & Colella, 2005) have defined discrimination "as treating an individual or group on the basis of personal characteristics irrespective justice and merit". Perceived discrimination is associated with the individuals' perceptions about discrimination in the organizational setup. It takes place when an employee perceives that he/she is treated unfairly within the organization because of his/her gender or group identity (Naz & Gul, 2014; Shaukat, Siddiquah, & Pell, 2014).

Discrimination at workplace is defined as "unfair and negative treatment of workers or job applicants based on personal attributes that are irrelevant to job performance" (Chung, 2001). While in the words of ILO (2007), gender discrimination is a way of managing employees unfavorably due to their gender (sex) irrespective of their job requirements or merit. Gender-based discrimination in the place of work began from women's access to the labor market, which was primarily well-thought-out, a male sphere of influence. Presently, workplace gender discrimination has only transformed the old form of gender discrimination into a new shape which was existed in the workplace before the industrial capitalism era (Shah & Rasli, 2015).

The literature on gender discrimination reveals that there are many forms/dimensions of workplace gender discrimination such as salary and wages differences, hiring discrimination, inequity related to various facilities and goods and discrimination/differences in the promotion (Ahmad, 2010; Bilkis, Habib, & Sharmin, 2010). Channar (2010);

Margaret and Alison (2009) have investigated gender discrimination all the way through the glass ceiling (vertical discrimination) and sticky floor (horizontal discrimination). According to them, the glass ceiling restricts women's right of entry to top positions that may offer status and power within the organizational setup. However, women may find various opportunities within an organization but the pathway frequently obstructed due to gender biases whereas sticky floor (horizontal discrimination) takes place when women and men in an organization treated differently concerning their roles and responsibilities, training and development opportunities, job assignments and job security. A sticky floor is an institutionalized process which may restrict women to certain outcomes such as assignments, training opportunities, employment security and working conditions (Özer & Günlük, 2010).

Similarly, gender discrimination in the place of work may appear either in the shape of "disparate treatment", when employees are purposely/intentionally managed on the basis of their gender irrespective of merit, or of "disparate impact", when individual belongs to a specific gender are adversely affected by the existing work practices or procedures (Kazi, 2011). However, differences based on the level of visibility be seen between formal discrimination and informal discrimination, which are called overt and covert discrimination. In more details analysis, overt discrimination is considered illegal and is legally punishable in modern democracies whereas covert discrimination is the less explicit form which involves different types of behavior to show male dominance over women in work environment (Felicia & Octavian, 2012).

Furthermore, Shaffer et al. (2000), have categorized gender discrimination into sexual harassment and gender evaluation. Previous studies on gender discrimination reveal that most of the studies primarily focused on sexual harassment, whereas relatively less attention given to vertical and horizontal gender dimensions of gender discrimination. Furthermore, most of the studies have been accomplished in either United States or other developed nations whereas less focus has been given to developing countries (Dekker & Barling, 1998; Iyer & Ryan, 2009; Merkin, 2008; Murrell, Olson, & Frieze, 1995; Shaffer, et al., 2000). Therefore, this research study is not only focused on vertical and horizontal gender discrimination but also examined its relationship with behavioral outcomes within an academic setting in the cultural perspective of Pakistan.

Underpinning Theory for the Study

Concerning gender discrimination in management, the literature reveals that these different theories of discrimination recognize distinctive mechanisms, which may elucidate the discrimination source. Previously researchers have discussed these mechanisms, which are primarily not mutually exclusive instead, a complementary one. It is due to the underlying reason that they all provide better insight and analysis of the concept of gender discrimination in the field of management and their combination in various forms might determine individuals to discriminate based on gender. For instance, social identity theory (Tajfel & Turner, 1986) provides that individuals' attitudes are affected by his or her membership in the social group and the evaluation of his or her groups in social comparison to specific other groups. Such intergroup comparison is the main source of in-group identification and thus provides a starting point to diverse treatment for various groups within the organizational set up (Yuki, 2003).

Similarly, gender role theory conjectures that individuals are socially recognized as females and males, which tend to engage in various/distinct roles within a social atmosphere and are thus, checked their behaviors against various different expectations. Consequently, this theory envisaged that females and males would develop certain attitudes and skills that may lead to different behavior. This social recognition between females and males offer a fundamental basis to distinct treatment for females and males in an organizational set up Kirtan and Greene (2005). This differential treatment for men and women have a significant influence on employees' behaviors and attitudes in an organization (Iyigun & Tamer, 2012; Tsai, 2012). The current study has also focused on the effects of this different treatment for males and females within an academic setting.

Becker's taste for discrimination theory also offers a little source of discrimination in an organizational setup. This theory states that different stakeholders within the organization have their own 'tastes' for the service of different groups of workers such as men and women, or for the products or services produced/provided by these workers (Shah, Habib, & Aamir, 2010). Nevertheless, this theory offers a source for gender discrimination but it ignores the discrimination effects. This study is an extension of Becker's taste for discrimination theory by focusing on the effects of gender discrimination.

While taking into consideration the various viewpoints of different scholars, the researchers believe that gender stereotyping theory relatively provides a more appropriate and suitable theoretical foundation for this current study. This theory has numerous strengths. Firstly, the theory main idea is lucid, comprehensible, and parsimonious unlike many other theories in a social science field. This theory deals with individual's cognition and social reasoning which makes easy to understand. Since these issues are related to the common man (individuals) therefore this theory will be helpful in this regard (Rice, 1993). Al-Zawahreh & Madi (2012) suggest that theory should not to be too narrow or too broad. Gender stereotyping theory also fulfils this criterion. Gender stereotyping theory is also unbounded by space or time.

Last but not the least reason that this theory provides a compelling framework that helps to understand gender discrimination because, gender stereotypes may not only uphold discrimination by systematical interpretations, influencing perceptions and judgments, but they may also advance and reinforce discrimination, justifying disparities between genders. In particular, people deduce the descriptions of female and male primarily based on the shared roles that they reside in.

Behavioral Outcomes of Gender Discrimination

Review of the literature provides that previous studies on discrimination in the workplace were primarily focused on the existence of discrimination or structural outcomes of gender discrimination such as promotions and wages, and discrepancy in employment opportunities (Abbas, Hameed, & Waheed, 2011; Channar, 2010; Shah & Rasli, 2015). The behavioral outcomes of discrimination have gained little attention from the researchers (Ozer & Gunluk, 2010) despite a lot of individuals who have experienced discrimination have faced behavioral issues within the workplace (Byrne, 2005; Doleac & Hansen, 2016; Jones, Peddie, Gilrane, King, & Gray, 2016). According to (Foley, Ngo, & Loi, 2006) when an individual feels that his/her is used as a basis for discrimination within workplace, he/she becomes disappointed and shows relatively little organizational commitment and more likely to leave his/her workplace near future. However, this argument has also supported by a number of studies (Falkenburg & Schyns, 2007; Felicia & Octavian, 2012; Shah & Rasli, 2015) who are of the view that individual who perceive harassment and discrimination may face a number of physical and psychological condition. These conditions include job stress and dissatisfaction, and

increased turnover of profitable employees that might occur in the organization due to gender discrimination.

Iyigun and Tamer (2012), have also produced similar arguments that equity and fairness directly affect employees' workplace behavior and attitude. Unless employees are not treated fairly they will not be satisfied with their jobs and might not show commitment towards their organizations (Shaffer et al., 2000). Other studies (Elsik, 2009; Schmitt, Ellemers, & Branscombe, 2003) have also discoursed about the attitudinal and behavioral outcomes of gender discrimination. Among these outcomes turnover intention, job satisfaction, and stress have been considered very critical by the researchers as they have direct link with gender discrimination.

Moderating Role of Emotional Attachment (Affective Commitment)

Recently, the researchers have given attention to examining the moderating role of various organizational and individual levels variables on the relationship of gender discrimination and different outcomes (Shah & Rasli, 2015). Organizational emotional attachment/affective commitment has been given more attention as it is used as moderating variable in withdrawal-related behaviors of the employees during organizational upheaval (Karavardar, 2014). According to (Foley, Hang-Yue, & Wong, 2005), committed individuals have a strong sense of belonging with their organization, therefore, they are less prone to the negative effects of gender discrimination than are those who are less committed. Rasool et al. (2013) suggested that stronger commitment of individuals provides them the will and motivation to buffer the adverse consequences of discrimination. When individuals are cognitively attached to their organization, then they do not want anything to interfere between them and organization. Individuals who are highly committed have been found less suffered from negative outcomes as compared to those who are less committed (Naz & Gul, 2014). A range of negative workplace practices is strongly influenced by the way the workforce is committed to the organizations (Keashly, 1997). Affective commitment considered as one of the main component/dimension of organizational commitment. It refers to an emotional attachment of with one's organization based on a desire of belonging (Meyer & Herscovitch, 2001). As affective commitment related to the cognitive or emotional aspect of an individual, therefore, this article examines the moderating role of affective commitment to the relationship between discrimination and behavioral outcomes.

RESEARCH FRAMEWORK AND HYPOTHESES OF THE STUDY

Several studies on gender discrimination and its associations with different withdrawal-related variables have been analyzed to formulate theoretical framework for current study. The building blocks of this framework taken from several studies including (Felicia & Octavian, 2012; Foley, et al., 2005; Heilman, 2012). The findings of these studies reported that gender discrimination has a direct and strong influence on employees' attitude and behavior outcomes such as organizational commitment, the morale of employees, their trust on management, job satisfaction and dissatisfaction, and intentions to depart from the current place of work.

Similarly, various studies have focused on the link of organizational justice, turnover intention, job satisfaction and job stress (Bakhsh, Kumar, & Rani, 2009; Barak, Nissley, & Levin, 2001; Griffeth, Hom, & Gaertner, 2000; Malik & Naeem, 2011; Shapira-Lischshinsky, 2009; Thomas & Nagalingappa, 2012) and reported negative correlation with these outcome variables. This relationship makes a logical sense as when there is more justice and less gender discrimination, the employees will be more satisfied from their jobs and will be more likely to stay and will not be thinking of leaving their organization. Based on the relevant and updated literature, the researchers have formulated the following framework for this study (see figure 1).

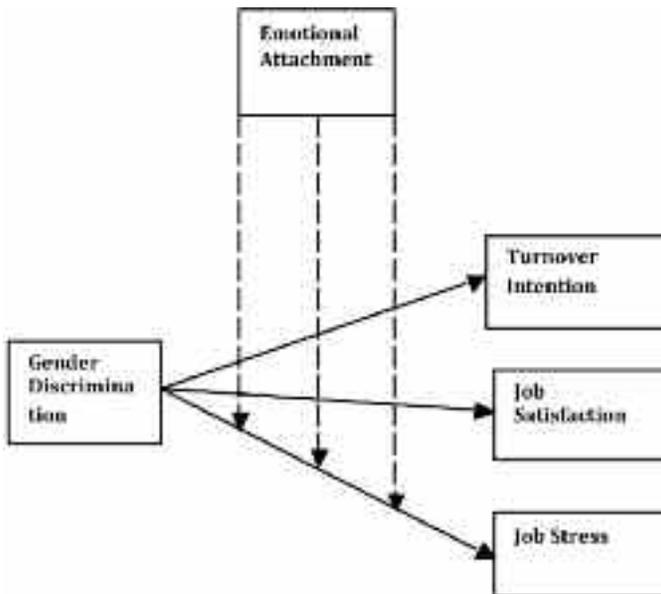


Figure 1: Research Framework

RESEARCH HYPOTHESIS

H₁: Gender discrimination is positively associated with turnover intention.

H₂: Gender discrimination is negatively associated with job satisfaction.

H₃: Gender discrimination positively influence on job stress.

H₄: Emotional attachment moderates the association between gender discrimination and turnover intention.

H₅: Emotional attachment moderates the relationship between gender discrimination job satisfaction.

H₆: Emotional attachment moderates the relationship between gender discrimination and job stress.

RESEARCH METHODOLOGY

For the current study, the researcher collected data from six universities of Peshawar which have been chosen from all in the public sector out of total 115 public sector universities in Pakistan. The main reason for selecting all six (6) universities of Peshawar Division as target population is that these universities have homogeneous population. It is, further stated that universities in the public sector are governed by the same rules and regulations set by the HEC and Ministry of Education of Pakistan. All these public sector universities follow similar rules and regulations regarding, appointments, promotions, wages, training and development opportunities and other policies and practices. Therefore, the selected universities provide a fair and accurate representation of the entire population. By using Krejcie and Morgan (1970) method, 313 faculty members have been selected as a sample for this study. This study has used already build valid and reliable self-administered questionnaire for data collection purpose. In order to measure gender discrimination, the researcher has adopted a questionnaire originally developed by Hunton et al. (1996) and Schmitt et al. (2002). Similarly, to measure turnover intention, job satisfaction, job stress and affective commitment the researcher have adopted scales developed by Won-Jae (2008) (8 items), (Judge, Locke, Durham, & Kluger, 1998) (5 items), and Meyer et al. (1993) (6 items).

Analytical Strategy

In order to measure the fitness of the hypothesized model of the current study, the researchers have employed structural equation modelling (SEM) using analysis of a moment structures software (AMOS). The researcher has utilized various fit indices such as Chi-square value, RMSEA, IFI, CFI, GFI and RMR to measure the overall goodness of fit of the model.

RESULTS AND ANALYSIS

Demographic data of respondents and variables reveals that 70 (70.1%) of the respondents were males and 28.9 % were females. Of the respondent, the majority of them were lecturers with 41.7 % while number of professors was lowest with 11.5 %. Furthermore, to examine respondents' age, majority of the respondents were in the age range 31-35 years with 33.9 % while the age range below 25 was lowest with a percentage of 0.5. Data results show that majority of the respondents are married comprising 81.3%. However, the detailed investigation of demographic profile of the respondents shows that academic qualifications of 39.4 per cent respondents are MS/M.Phil. followed by respondents having PhD qualifications with 36.7 per cent. The ratio of the respondents having Post Doctorate qualification is the lowest with a percentage of 3.2 only. The last item of the demographic profile consists of the experience of the respondents on the job. Of the respondents, 4.1% had a job while most of the respondents (32.1) were in experience range of 4 to 6 years' experience.

Table 1. Reliability Estimates

Variable	Minimum	Maximum	Mean	SD	Alpha (α)
Gender Discrimination	1	4.33	2.8333	1.00096	0.78
Turnover intention	1.63	3.63	2.7506	.64159	0.67
Job Satisfaction	1.60	4.66	3.4533	1.06988	0.95
Job Stress	2.67	4.17	3.3611	.54857	0.72
Emotional (affective) attachment	1.83	4.50	3.4556	.79140	0.85

N= 218

In total, 313 questionnaires distributed among the selected six public sector universities of Peshawar division. The overall response rate remained at 72.52 per cent. Out of the filled-in questionnaires, nine questionnaires dropped out due to major missing data. Hence, 218 questionnaires with a response rate of 69.64 per cent were used for the analysis of this study which is quite satisfactory as suggested by (Rubin & Babbie, 2012). Table 1 shows descriptive information for all constructs of the study. Cronbach's Alpha used to measure the internal consistency among the items. The alpha value of all the scales is above 0.6 (Nunnally, 1978) which confirm the reliability of all the five scales.

Measurement Model

Measurement model identifies and explains "the degree to which the observed indicators serve as a measurement instrument for the unobserved

constructs” (Cheng, 2001). In order to achieve a close goodness-of-fit between empirical sample data and hypothesized model, the model testing process is used. The measurement model validity can be evaluated into two ways: a test of individual variable individually; and a test measuring all variables collectively (Rahman, 2012). In the present study, the researchers have tested the entire individual constructs separately and then all constructs together in a single measurement model.

The results of the CFA model confirm the acceptance of the overall measurement model as the data fit the model reasonably well. The chi-square value of 537.094 with 447 degrees of freedom at $p < 0.000$, RMSEA 0.036, Standardized RMR 0.052; GFI 0.869; and CFI 0.969 (refer to table 2) show the fitness of the measurement model. All these computed values of the fall within the suggested standards of model fitness (Hair, Tatham, Anderson, & Black, 2006) and reflect the overall model fitness.

Table 2. Fit Statistics and Measurement Scale Properties (N=218)

Fit Statistics				
No	The goodness of Fit Measures	Level of Acceptable Fit	Calculation of Measures	Acceptability
1	Chi-square Normal Chi-square Measure	Statistical test of significance provided Lower = 1.0 Upper limit =3 to 5	Chi-square= 573.094($df=$ 447, $p<.000$) 1.282	Good
2	Standardized RMR	$\leq .05$	0.052	Good
3	RMSEA	Value up-to .05 best fit. Acceptable up-to=0.08	0.036	Good
4	GFI	A higher value indicates a better fit	0.869	Good
5	CFI	≥ 0.90	0.969	Good

Structural Model

As this study is using a two-stage approach for analyses, therefore, after analyzing and establishing the uni-dimensionality, validity and reliability, now the researcher will test the structural model. This application will help the researcher to investigate the effect of independent variables on the dependent variable. By this the researcher sees the direct as well as the indirect effect on the dependent variable in the model Byrne (1998). Therefore, it provides the causal relationships among the latent variables.

Table 3. Goodness-of-Fit for the Structural Model

CFA	CMIN	DF	CMIN/DF	GFI	NFI	CFI	RMSEA	Standardized RMR
Model	38.758	25	1.491	.962	.903	.995	.048	.040
Effect of Gender Discrimination on Turnover Intention								
Model1	R ² = .368		β= .543				t = 11.213	p=.000
Effect of Gender Discrimination on Job Satisfaction								
Model2	R ² = .456		β= -.719				t = -13.458	p=.000
Effect of Gender Discrimination on Job Stress								
Model3	R ² = .267		β= .452				t = 8.864	p=.000

The values given in above table 3 confirm the validity of the structural models and provide that fit is reasonably acceptable based on CFA fit statistics. All these above values fall within the recommended standards of model fitness, which confirm a good model fit for both structural models. The hypotheses relating to the effect of exogenous variables and endogenous variable of the study were tested by using path analysis. Hypotheses H1 (R² = .368, β= .543, t = 11.213 and p=.000), H2 (R² = .456, β= -.719, t = -13.458 and p=.000) and H3 (R² = .267, β= .452, t = 8.864 and p=.000) investigated the direct effects of gender discrimination on turnover intention job stress and job satisfaction were significant, the hypotheses were strongly supported by the data.

Moderation Analysis

The Baron and Kenny three steps method for testing the moderating effect has been performed using SPSS 21. The first exogenous variable was regressed on the endogenous variable, as given in equation 1.

$$1. Y = \alpha + \beta_1 X_1 + \epsilon$$

Then the moderating variable was used as the exogenous variable and was regressed on the endogenous variable as given in equation 2.

$$2. Y = \alpha + \beta_1 Z_1 + \epsilon$$

In the given equation Z is moderating variable and β is its regression weight.

In the third step, an interaction term is created with the product of exogenous and moderating variables and is regressed to check its influence on the endogenous variable as given in equation 3.

$$3. Y = \alpha + \beta_1 X_1 Z + \varepsilon$$

Results of the current study found no significant moderation of emotional attachment (affective commitment) on the relationship of gender discrimination and its behavioral outcomes (turnover intention, job satisfaction and job stress).

DISCUSSION, LIMITATIONS AND RECOMMENDATIONS

This study hypothesized positive association of gender discrimination with turnover intention and job stress whereas negative association with job satisfaction. The analysis of the data supported these predictions. Findings of the study depicted that gender discrimination had a significant direct positive effect on turnover intention and job stress while a negative effect on job satisfaction among the members of the faculty members in Pakistan's public sector universities. These findings are, however, inconsistent with the previous studies findings including Ozer and Gunluk (2010); and Oluwafemi (2013). The studies also figured out a strong direct effect of gender discrimination on different behavioral outcomes. An additional note of prudence from this study finding is the comparatively stronger effect of gender discrimination on Job satisfaction than vertical turnover intention and job stress. It means that the faculty members become dissatisfied when they perceive gender discrimination in their universities.

As has been reported and discussed in the literature review that emotional attachment (affective commitment) is considered one of the most frequently examined psychological variable to affect turnover intention, job satisfaction and job stress. The research on the relationship of affective commitment with different behavioral outcomes is abundant (Abeer & Faisal, 2013; Gellatly, Meyer, & Luchak, 2006; Malik, Nawab, Naeem, & Danish, 2010; Meyer & Herscovitch, 2001; Oluwafemi, 2013). The Literature reveals that affective commitment is typically treated as an antecedent in relationship with behavioral outcomes (Gellatly et al., 2006; Hussain & Asif, 2012; Kumar & Eng, 2012). Surprisingly, little attention has been offered to examine the indirect influence that affective commitment may have on behavioral outcomes. One interesting research

study has been conducted by Groff (2012), to examine the moderating effect of organizational commitment and its three components (affective, normative and continuous) on the relationship of shock and workplace outcomes (turnover intention) and found the moderating role of organizational commitment and its three component (affective, continuance and normative) inconsistent. Therefore, in order to validate the findings of his study and fully appreciate the role that organizational commitment plays in the workplace, Grof (2012) recommended the use of organizational commitment as a moderator with other variables into different models. The current study was designed to accomplish this goal by hypothesizing the moderating role of affective commitment on the relationship between gender discrimination with turnover intention, job satisfaction and job stress. However, contrary findings of the study provide some interesting results. And in the light of the research findings, the researcher concludes that affective commitment (Emotional attachment) does not moderate the relationship between gender discrimination and turnover intention, job satisfaction and job stress. The results of the data failed to support the moderating effects. Even though the results of this study have achieved its stated objectives, the study is not without limitations. For more vigorous research future researchers may address these limitations to have more wholesome results. To be specific, the limitations of the study are:

First, the current research is survey type research that has employed cross-sectional data for analysis. This aspect of the data restricts the applications of results only to the specific time period.

Second, this research targeted faculty members of the public sector universities and the conclusion of the study are drawn on the basis of a sample size of 218 respondents. Therefore, the findings of this study can hardly be generalized.

Third, this study employed only survey method for data collection. Therefore, utilizing one method for data collection could not be sufficient for a perfect representation of reality.

The fourth limitation of this study is that different dimensions of gender discrimination are less explored variables. Therefore, future researchers should examine different dimensions of gender discrimination.

Fifth, as this study has used affective commitment as moderator. Future

researchers should use the other three components as moderators. Last but not the least future researchers are also suggested to select both public and private universities of Pakistan as this study is only focused on public sector universities of Pakistan.

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TEACHERS' ROLE IN DEVELOPING ENGLISH POETRY APPRECIATION SKILLS AMONG STUDENTS OF INTERMEDIATE COLLEGES OF SINDH, PAKISTAN

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ABSTRACT

Teaching poetry is a fascinating, imaginative and heart touching experience. When taught like prose, it loses its charm and luster. English poetry is taught in our schools and colleges from class three up to intermediate level. It is a compulsory component of the course at the college level. The sequentially-exploratory mixed-method was used by the researcher to investigate the teachers' part in developing English poetry appreciation skills in public and private intermediate colleges of Sindh province of Pakistan. The sample size of the study was 331 teachers and 563 students from 165, public and private intermediate colleges through a stratified random sampling technique. Two questionnaires SPTRDEPASIC for students' and TSKEPIC for teachers and semi-structured interviews, with thematic analysis were used. Students shared that their teachers did not use motivational techniques, effective reinforcement strategies, and innovative assessment tools in teaching English poetry. One-way analysis of variance (ANOVA) showed significant differences in qualifications and levels of experiences of teachers. However, a considerable difference was also found in teachers' sensitivity to cope effectively with poetry teaching based on their academic backgrounds and subject knowledge. The qualitative findings highlighted three major themes i.e. Facebook and WhatsApp's communication rather than teachers' instructions with help of textbooks to develop a taste for poetry, Poetry is taught like a text in the classroom and it is entirely exam-oriented. There is a wide difference in the way poetry is taught in different academic streams of public and private intermediate colleges of Sindh.

Keywords: Teacher's Role; English Poetry; Appreciation Skills; Subject Knowledge.

INTRODUCTION

Poetry is a powerful medium for enhancing students' knowledge and allowing students to express their feelings. Poetry encourages the expression of emotions; passions to enhance higher-order thinking skills and develop ways of knowing to the subjective world. It further enables students to develop understanding, sharing knowledge, and emotion that relates to English poetry, (Hughes & Dymoke, 2011). The separate textbook has been published by the Sindh Textbook Board for all public and private intermediate colleges, to teach as a compulsory component to the students of Higher Secondary School Certificate (HSC) level (Soomro & Kazemian, 2015). The National Curriculum for English language (NCEL) and Sindh Text Book Board has prescribed the Intermediate English book 1 and 2 for all Public and Private colleges of Sindh province (Government of Pakistan, 2006). Asghar and Al-Bargi (2014), prescribed three textbooks for intermediate students which contained English poetry, short stories, English prose and drama. Education policy (1998-2010) also emphasizes teaching poetry (Government of Pakistan, Ministry of Education (1998). Teaching poetry has long been recognized as an aspect of Language and literature curricula, which presents specific pedagogical challenges for teachers in many contexts (Wilson & Myhill, 2012). However, despite being an integral part of the course, teaching of English poetry continues to suffer from inattention and does not receive the needed care and attention, like the other subjects.

Poetry is too often neglected or ignored in the language classroom. The teachers commonly argue that poetry is not relevant material and too difficult for EFL young learners to grasp, (Setiyani, 2014). At the college level, poetry has been taught like a body of facts without creativity and inspiration. Teachers teach poetic genres of literature in the same mechanical manner without giving true treatment and due weightage. The contemporary literature shows that teachers' lack of subject knowledge of English poetry and students' perceptions to learn English poetry. The problem exists on both sides namely teachers and students.

LITERATURE REVIEW

Poetry appreciation means an appreciation of poetry by students along with understanding, interpretation, and enjoyment of literary works. Appreciation should also include the involvement of spiritual sensitivity and admiration of poetic values, (Solina, 2015).

Poetry appreciation needs the participation of the reader with the poet and his/her feelings and passions. By hearing or reading poems, students learn to be appreciative. Poetic experience means students learn to write, recite and review poems. They are so motivated that they are involved to write and create poetry themselves, (Tarigan, 2009). Poetry appreciation involves a critical assessment of a poet's literary work. It needs the process of poetry appreciation, sharing of writers' imagination and creativity (Nurgiyantoro, 2018).

According to Brooks, Tiwari, and Martonosi (2000), the general objectives of teaching poetry are (a) to enable students to appreciate beauty, rhyme and style of the poems, (b) to enable students to read aloud with proper stress on rhythm and intonation (c) to develop a taste for reading and writing poems (d) to develop the aesthetic sense of students (e) to encourage students to love English literature and (f) to develop the power of imagination of students. Carroll (2017) divided appreciation into three subcategories: (1) a sensitivity to style, (2) an ability to appreciate intellectually the deeper meanings of a literary piece and (3) an emotional capacity to respond to the finer shades of meaning. Carroll's three subcategories do not appear to be entirely discrete; the first and the third for example, seem to overlap somewhat. Nevertheless, it feels that appreciation consisted of cognitive activity-intellectual understanding, and an affective behavior evoking an emotional response.

The teachers of English poetry need to know all elements of poetry to appreciate poetry themselves and the ability can transmit the merits to their students, (Solina, 2015). The language of poetry plays a part in students' emotional cultivation, as once students learn to appreciate poetry, they also manage to connect their experience with real-life situations, (Hansen, 2011). The National Curriculum for English language and the Ministry of Education, Government of Pakistan devised strategic planning for teaching English from grade I to XII (Government of Pakistan, 2006). Asghar and Al-Bargi (2014) point out that in a typical Pakistani English Language classroom, the passages in the textbooks are to be read aloud by the teacher with Urdu translation and the important points in the passage are readout and explained point by point by the teacher, followed by completing the activities given at the end of each text. In this process limits the learners' participation to contribute with their perception and understanding and allows the teacher to use his/ her discretion without the participation of students.

Asghar and Al-Bargi (2014) highlight that to bring a sense of learning and to encourage self-learning, critical thinking skills are essential at the tertiary level. The teachers of English poetry need to know all these elements of poetry like simile, metaphor, alliteration, imagery, personification, sound patterning, stress patterning and so on. The students' poetic appreciation of poetry and for teaching, only some teachers are inspiring to try to make their students creative. Teachers may acquire qualifications through any channel but only those who study the text with dedication and hard work will prove to be worthy professionals (Srivastava, Beers, & Comanzo, 2007). Teachers who challenge students' thinking try to place emphasis on critical thinking, creativity, interpretation and stimulate to write poetry and this experience encourages students to think about the inner feelings of the poet and what induced him to write a particular poem (Tarigan, 2009).

Tileston (2011) reveals that teachers generally lack proper appreciation and understanding in English poetry and most teachers think that student's motivation depends on their interest, and a teacher is not in a position forcing students to read or understand poetry and students should develop their interest or motivate themselves. Poetry is a more useful vehicle for expressions and imaginations. It is also a way of knowing and understanding feelings and thoughts. Poetry requires both relaxation and concentration of mind. Reading and writing poetry can unfold to the learner profound truths and hidden expressions in many ways and we didn't realize it (Michaels & Amasino, 1999).

Kiss, Damico, and Young (2005) said that poetry unfolds our crucial thoughts about social issues and allow us to express our feelings freely. Poetry requires concentration and helps us to think with clarity in our daily hectic lives. It is a way of touching our feelings and a vehicle for expressing ideas and feelings without hesitation. What makes poetry a powerful way to link with images? It transforms our way to see common places and fascinating areas (Kiss, Damico, & Damico, 2005). According to Struyven, Jacobs, and Dochy (2013), perception is the awareness of things that we experience using our senses, especially the sense of sight refers to the cognitive psychological movement and poems are used for teaching English to raise students' motivations and appreciations. Setiyani (2014) also used poetry in teaching English for young learners who had more interest in learning English by using poetry.

RESEARCH HYPOTHESES

While keeping in mind the need of studies, following hypotheses have been formulated:

H1: There is no significance difference in perception of male and female students about the teacher's competence in the English poetry teaching skills.

H2: There is no significance difference in students' perception about the teachers' competence of English poetry teaching skills in public and private colleges.

H3: There is no significance difference in students' perception from age group 14-18 years and age group 19-22 years about teachers' competence in English poetry teaching skills.

H4: There is no significance difference in students' perception from group 1 (grade XI) and group 2 (grade XII) about teachers' competence in English poetry teaching skills.

H5: There is no significance difference between male and female groups of teachers about Subject knowledge of English Poetry in Intermediate Colleges from public and private sector in Sindh.

H6: There is no significance difference among teachers of public colleges and teachers of private colleges about Subject knowledge of English Poetry in Intermediate Colleges.

H7: There is no significance difference among teachers from age group 25-35 years and from age group 36-50 years about Subject knowledge of English Poetry in Intermediate Colleges.

H8: There is no significance difference in the Subject knowledge of teachers about English Poetry in Intermediate Colleges due to their education.

H9: There is no significance difference in the Subject knowledge of teachers about English Poetry in Intermediate Colleges due to their specialization in English language/literature.

RESEARCH METHODOLOGY

This study used exploratory-sequential design mixed –method approach as suggested by Creswell and Clerk (2017). The quotes, codes, and themes drawn from the interviews of the respondents make the foundation of a qualitative approach. Data were collected from public and private intermediate colleges of Sindh. The study designed two self-constructed research questionnaires. Questionnaire 1 was designed to know Students' Perception of Teachers' Role in Developing English Poetry Appreciation Skills at Intermediate Colleges. (SPTRDEPASIC). Questionnaire 2 was constructed specifically to investigate Teachers' Subject Knowledge about English Poetry at Intermediate Colleges (TSKEPIC) at public and private intermediate colleges of Sindh as perceived by teachers themselves.

Further, semi-structured interviews of students, with thematic analysis were used by selecting them through a stratified random sampling technique. The instrument was developed after a thorough review of related literature and formal consultations with the experts. Its reliability analysis was carried out and found to be satisfactory (Cronbach’s alpha =0.81) after two revisions.

Thee sample size of the study was 331 teachers and 563 students from 165, public and private intermediate colleges of Sindh selected through stratified random sampling.

The researcher constructed a meaningful report of themes from 98 students of 33 public and 18 private intermediate colleges of Sindh. The students were of age ranged between 19 to 22 years. Total 60 boy students of 1st year and intermediate level and total 38 girl students of 1st year and intermediate level were selected. Interviews were transcribed and content analyzed to collect statements from the students’ interviews which were then shared with the experts. After obtaining inters coder reliability these statements were grouped into 03 major themes discussed in qualitative analysis.

Table 1. Characteristics of the Sample

Approach	Number of Respondents	Gender	Age in years	Number of Colleges at intermediate level	Level of Education
Qualitative	98 Students	60 Boys	19-22 (40 Boys)	33 Public	<ul style="list-style-type: none"> • 1st year • Intermediate
			14-18 (20 Boys)	18 Private	
		38 Girls	19-22 (18 Girls)	18 Private	<ul style="list-style-type: none"> • 1st year • Intermediate
			14-18 (20 Girls)	33 Public	
Quantitative	465 Students	258 Boys	19-22 (Boys 153)	63 Public	<ul style="list-style-type: none"> • 1st year • Intermediate
			14-18 (Boys 105)	51 Private	
		207 Girls	14-18 (Girls 118)	63 Public	<ul style="list-style-type: none"> • 1st year • Intermediate
			19-22 (Girls 89)	51 Private	
	331 Teachers	192 Male	114 Male 79 Male	63 Public 51 Private	<ul style="list-style-type: none"> • Teachers • Assistant Prof. • Associate Prof.
		139 Female	79 Female 60 Female	63 Public 51 Private	

Table: 1 reveals that in the qualitative part total 98 students were selected (60 boys and 38 girls) from 33 public and 18 private intermediate colleges of Sindh respectively.

In quantitative part 465 students were selected, of that 258 were boys and 207 were girls from 63 public and 51 private intermediate colleges of Sindh respectively. Similarly, total 331 teachers were selected (192 male and 139 female) from 63 public and 51 private intermediate colleges of Sindh respectively.

DATA ANALYSIS

The following section presents an analysis of the data gathered from the 165 public and private intermediate colleges of Sindh and address.

Research Question1: What is the Students' Perception of Teachers' Role in Developing English Poetry Appreciation Skills at Intermediate Colleges (SPTRDEPASIC).

The difference in Perception of Male and Female Students about Teachers' Competence in Poetry Teaching Skills

Table 2. Difference in Perception of Male and Female Students about Teacher's Competence in Poetry Teaching Skills (N= 563 students)

Variable	Groups	N	Mean	Standard Deviation	p-value	t-value
Gender	Male	298	2.68	.53	.561	.587
	Female	265	2.59	.51	.561	.587

An independent-samples t-test was conducted to compare the difference in perception of male (M= 2.68, SD=.53) and female students (M= 2.59, SD=.51) about teacher's competence in poetry teaching skills. Results show no significant difference as $p > .05$ and $t = .587$. These results suggest that gender of students does not affect their perception about the teacher's competence in poetry teaching skills. Therefore, our null hypothesis H1 is accepted in this case and it is concluded that there is no significance difference in perception of male and female students about the teacher's competence in the poetry teaching skills.

The difference in students' perception about teacher's competence in poetry teaching skills due to the type of colleges (public/private).

Table 3. Difference in students' perception about teacher's competence in poetry teaching skills due to the type of colleges (public/private) (N = 165 colleges)

Variable	Groups	N	Mean	Standard Deviation	p-value	t-value
Type of college	Public	97	2.83	.48	.691	-.41
	Private	68	2.31	.68	.691	-.41

An independent-samples t-test was conducted to compare differences in students' perception about the teacher's competence in poetry teaching skills due to the type of colleges (public/private). Results show no significant difference as $p > .05$ and $t = .41$. Mean score for male students was 2.83, with $SD = .48$ while for female students Mean score was 2.31 with $SD = .68$. These results suggest that the type of college does not affect students' perception of the teacher's competence in poetry teaching skills. Therefore, our null hypothesis H2 is accepted in this case and it is concluded that there is no significance difference in students' perception about the teachers' competence of poetry teaching skills teaching in public and private colleges.

The differences in students' perception due to their age group about teacher's competence in poetry teaching skills (N= 563).

Table 4. Differences in students' perception due to their age group of 14-18 years and 19-22 years about teacher's competence in poetry teaching skills (N= 563)

Variable	Groups	N	Mean	Standard Deviation	p-value	t-value
Age	Between 14 to 18 years	295	2.53	.56	.106	1.534
	Between 19 to 22 years	268	2.47	.47	.106	1.534

An independent-samples t-test was conducted to compare the difference among perception of students of age group 14-18 years and 19-22 years. No significant difference was found as $p > .05$ and $t = 1.534$. For age group of students of 14-22 years the Mean was 2.53 with $SD = .56$ and for the students of age group 19-22 years the Mean was 2.47, while SD was .47.

These results suggested that age group of students (25-35 years and 36-45 years) did not affect their perception about teacher's competence in poetry teaching skills. Therefore, the findings supported the researcher to accept the null hypothesis H3 that there is no significance difference in students' perception from age group 14-18 years and age group 19-22 years about teachers' competence in poetry teaching skills

The differences in students' perception due to their grade level about teacher's competence in poetry teaching skills

Table 5. The differences in students' perception due to their grade level about teacher's competence in poetry teaching skills (N= 563)

Variable	Groups	N	Mean	Standard Deviation	p-value	t-value
Grade level	Grade XI	254	2.61	.54	.591	.578
	Grade XII	309	2.71	.52	.591	.578

An independent-samples t-test was conducted to compare the difference on the basis of grade level. Results show no significant difference as $p > .05$ and $t = .578$. The Mean score for grade XI students was 2.61 with $SD = .53$, while for students of grade XII the Mean score was 2.71 with $SD = .52$. These results suggest that grade level does not affect students' perception about the teacher's competence in poetry teaching skills. Therefore, the findings suggest that our null hypothesis H4 is accepted that there is no significance difference in students' perception from group 1 (grade X1) and group 2 (grade X11) about teachers' competence in poetry teaching skills.

Research Question 2: What is the difference in Teachers' Subject Knowledge about English Poetry at Intermediate Colleges (TSKEPIC) and at public and private intermediate colleges of Sindh as perceived by teachers.

The difference in subject knowledge of English poetry of male and female college teachers

Table 6. The Gender Differences in teachers' subject knowledge of English poetry at intermediate colleges (N= 331 teachers)

Variable	Groups	N	Mean	Standard Deviation	p-value	t-value
Gender	Male	298	2.60	.54	.562	.589
	Female	265	2.69	.50	.562	.589

An independent-samples t-test was conducted to compare subject knowledge of English poetry in male and female groups of teachers. Results show no significant difference as $p > .05$ and $t = .589$. Mean score for male teachers was 2.60 with $SD = .54$, while for female teachers it was 2.69 with $SD = .54$. These results suggest that gender does not affect teachers' subject knowledge of English poetry. Therefore, the findings suggest that our null hypothesis is accepted in this case and it is concluded that there was no significance difference between male and female groups of teachers about their subject knowledge of English Poetry in public and private intermediate colleges of Sindh.

The difference in subject knowledge of English poetry of public and private college teachers

Table 7. The Difference in subject knowledge of English poetry of public and private college teachers (N=331)

Variable	Groups	N	Mean	Standard Deviation	p-value	t-value
Type of college	Public	189	2.37	.47	.692	-.40
	Private	142	2.82	.69	.692	-.40

An independent-samples t-test was conducted to compare the subject knowledge of teachers in the public and private sectors. Results show no significant difference as $p > .05$ and $t = .40$. The Mean score for public college teachers was 2.37 with $SD = .47$, while for private college teachers the Mean score was 2.82 with $SD = .69$. These results suggest that the type of college does not affect teachers' Subject knowledge of English poetry. Therefore, the findings suggest that our null hypothesis was accepted, and it is concluded that there was no significance difference among teachers of public colleges and teachers of private colleges about Subject knowledge of English Poetry in Intermediate Colleges.

The difference in subject knowledge of English poetry of teachers from age group 25-35 years and from age group 36-50 years.

Table 8. The difference in subject knowledge of teachers from age group 25-35 years and from age group 36-50 years (N=331)

Variable	Groups	N	Mean	Standard Deviation	p-value	t-value
Age	Between 25 to 35	132	2.52	.55	.105	1.535
	Between 36 to 45	199	2.48	.49	.105	1.535

An independent-samples t-test was conducted to compare the subject knowledge of teachers based age group 25-35 years (Mean = 2.52, and $SD = .55$) and 36-45 years (Mean = 2.48, while $SD = .49$). No significant difference was found as $p > .05$ and $t = 1.534$. These results suggested that age group (25-35 and 36-45 years) did not affect the subject knowledge of teachers. Therefore, the findings supported the researcher to accept the null hypothesis that there was no significance difference among teachers from age group 25-35 years and from age group 36-50 years about Subject knowledge of English Poetry in Intermediate Colleges.

The difference in subject knowledge of English poetry of teachers due to their education.

Table 9. Difference in subject knowledge of English poetry of teachers due to their academic qualifications (N=331)

Main Variable	Groups	Sum of squares	Mean square	df	p-value	F-value
Subject content knowledge of teachers	BA	b/w groups: 3.41	.86	4	0.01	2.82
	BSC	within groups: 78.85	.40	189		
	MA (English)	Total: 4.53	142			
	MA (other disciplines)					

A one-way analysis of variance (ANOVA) test was conducted to compare the effect of education of teachers (four levels) on subject knowledge of English poetry. There was a significant difference found in the subject knowledge of teachers due to their education as $p < .05$ for the four levels [$F = 2.82, p = 0.01$]. Based on this result, the null hypothesis was rejected, and the alternative hypothesis was accepted, and it is concluded that there was a significant difference in the subject knowledge of teachers due to their education.

The difference in subject-matter knowledge of English poetry of teachers due to specialization in English language/literature.

Table 10. Post hoc comparisons of levels of subject knowledge of teachers due to their academic qualification (N=331)

S. No.	Variable	The education level of parents	N	Mean	Standard Deviation
1	Subject Content knowledge of teachers	BA	36	2.25	0.54
2		BSC	19	1.61	0.54
3		MA(English)	261	4.35	0.68
4		MA (other disciplines)	15	2.33	0.52
Total			331	2.6	0.55

Post hoc comparisons, using the Tukey HSD test, indicated that the mean score of the education of teachers at BA level ($M = 2.25, SD = 0.54$) and BSC level ($M = 1.61, SD = 0.54$) was significantly lower than the MA level (English) ($M = 4.35, SD = 0.68$) and MA (other disciplines) ($M = 4.35, SD = 0.68$) level.

Taken together, these results suggest that teacher with a specialization in English language/literature level have a significant command on the subject knowledge of English poetry.

QUALITATIVE ANALYSIS

The data for qualitative analysis was gathered from the 98 students of public and private intermediate colleges of Sindh for thematic analysis. The researcher decided to select meaningful themes from the 98 Students of 33 public and 18 private intermediate colleges of Sindh Pakistan. After obtaining inters coder reliability these statements were grouped into following three major themes.

Theme 1: Facebook and WhatsApp communication rather than teachers and books have helped us develop taste for poetry.

The major emerging theme from the interview data collected from 98 students indicated that they found poetry learning experience interesting through mediums other than textbooks and classroom teaching of poetry. The overall fifty-one statements were extracted from the transcribed interviews which were grouped into this theme after having carried out intercoder reliability. A huge majority of students shared that they enjoyed poetry because it is not simply restricted to books. They used it frequently in their Facebook and WhatsApp communication and that rather than books have helped them develop taste for not only poetry but sayings and quotations also. Many students shared that they frequently share verses from poetry with their internet friends. A student shared his experience, *"I select good poetry from the internet and share them with my friends"*. Another student agrees, *"Yes, I learned about major poets from the Facebook"*

Many students believed that they enjoy reading poetry but not through books, it is through the internet. A student shared his experience in these words. *"Poetry reading experience in the classroom is soooooo boring. I sleep most of the time"*.

Students' responses reflected that they were never taught the background of the poet's philosophy and his/her major thrust. A student was not able to appreciate Shakespeare because he was not taught that Shakespeare brought with him the spirit of the Renaissance. Perhaps the teacher himself/herself didn't know. A student shared, *"I have no idea why Shakespeare talked about elves and fairies and yet his characters are real-life people"*.

A female student from a private college also raised the same concern, *"Why did Wordsworth talk about nature only and nothing else I mean it gets monotonous at times"*. The student has not been introduced to Wordsworth as a romantic poet.

Students concerns here are valid and it seems apt that students be familiarized with the time's poets represent because very often they act as reformers, historians and painters of important issues and practices prevalent in their times. They can be understood better in the context they worked in.

Unlike the majority, a few students showed inherent taste and flair for poetry and they seemed to enjoy it through textbooks and other mediums.

A student shared, *"I write poetry myself, so I enjoy. I feel poetry is better than text. It makes you feel."*

Theme 2: Poetry is taught like the text narrative in the classrooms.

The second major emerging theme from the interviews indicated that the students studied poetry like text and tried to understand it through grammatical rules and translations. The evaluation techniques used by teachers and board examination were paraphrasing and summarizing and this forced them to make line by line explanation of the poem without understanding its true spirit.

A student shared his experience, *"I fail to understand the rules of grammar in poems. Most poets do not follow grammar rules and it makes it difficult to understand."*

This shows that most students try to understand poetry through grammatical structure rather than through figures of speech. A student shared, *"I never enjoy reading poetry, and it is like the other text lessons for me"*

They showed absolutely no understanding of figures of speech. Even teachers also seemed to be completely ignorant of even the major figures of speech like metaphor, simile, alliteration, allusion, personification, etc. No wonder students found poetry language difficult to understand.

A student shared his struggle with the language, *"Language is difficult to understand. It is generally difficult to find out the meanings and suggestiveness in poetry is always beyond me and the poet's hidden meanings and messages are difficult to connect with"*.

Another student from a public college system adds to this saying that, *"Sometimes poets use difficult words like 'thou' and 'thee' and 'Lo and behold' and I wonder who these things are. Teachers try to explain when they are asked but it remained a mystery for me"*.

A student shared his confusion with metaphors and personification, *"I wonder why Wordsworth says dancing flowers, playful waves, and shouting mountains. It doesn't make sense. Maybe the poet has a motive behind it but I don't understand"*.

This was confirmed earlier through quantitative data that teachers lack poetry teaching skills and are not able to differentiate between the language used for poetry and text. As a result, students try to understand

their translations and are not able to appreciate and feel the poetic language.

Many students shared that they read poetry like text. They had no understanding of rhyme, rhythm, and rise and fall in poetic language and seemed completely oblivious of music orientation in poems.

A student said, *“We read poetry like we read other text lessons. What is the difference? They are like other text lessons”*. During probing, the researcher found that there was no guided practice by the teachers in poetry reading; nor did they correct pronunciation and intonation while teaching poetry from the textbooks.

Even English language teachers showed a lack of knowledge and interest in major speech patterns and sounds. Students showed problems in pronouncing vowel, consonants sound.

Some students indicated diphthongs and consonant blends as difficult to understand. What is surprising is that even the best colleges from Karachi could not meet the standards in developing poetry appreciation skills.

Theme 3: Poetry teaching is entirely exam-oriented.

The third emerging theme from the interviews suggested that students found poetry reading exam-oriented. Most of the time schools and parents emphasize grades and percentages and not only poetry everything in college is viewed through these lenses.

A student shared his opinion, *“Examination pressure does not allow appreciation of anything and poetry is even directly related to professional knowledge. It is an ancillary thing that comes with the course.”*

This response was not but surprising but certainly heartening it was because all literature generally and poetry teaching especially is related to the cultivation of taste, personality, and character.

Another student shared, *“I do not even remember the poems I did in my entire academic period. All I did was memorizing summaries and explanations and this always got me top grades”*

This clearly explains why students do not feel the reason to enjoy and appreciate poetry and are slowly losing the taste for this aesthetic genre of literature.

Poetry gives us wings and makes us imagine the wonders of the world. Moreover, it develops a taste of appreciation for multiple perspectives and practices and helps us define our place in the universe. Students' detachment with the literary genre shows their upbringing in a mechanical society which gives more reverence to concepts and skills as compared to attitudes.

RESEARCH FINDINGS

Findings reflect that reading English poetry is an issue itself. Reading is a problem for students. They are not frequent readers of poetry and weak in their understanding. Whenever they read, it is limited to success in examination and to gain favor by the teacher. In public colleges students are selective in reading poetry, they select few poems from the whole course to pass the examination. In private colleges situation is somewhat better. Students have given more opportunities to interact with teachers and receive their help to understand the final points of English poetry with their help.

Results show that an understanding of English poetry is the problem itself. Understanding of poetry leads much to be desired. Learners do not understand whatever is taught in terms of meanings and appreciations but are not able to understand properly the importance of English poetry; their poor reading strategies do not develop their understanding capabilities. In public colleges students' understanding and performance are not effective in classroom learning. In private colleges students are familiar with poetic genres to understand English poetry to some extent.

The research findings also highlighted that the interpretation of English poetry is a question itself. The difficulty is with the interpretation of English poetry. Students are not properly explained the atmosphere and academic nuances of poetry and the feelings that are express in the poem. In public colleges students do not interpret and perform in a classroom activity. In private colleges students can interpret different poetic genera in their expression.

Appreciation of English poetry is considered to be a dilemma. Teachers' become unsuccessful to acknowledge students' reading skills and interpreting skills. Teachers' lack of content-specific knowledge and pedagogical strategies will discourage students to learn English poetry. In public colleges, teachers do not appreciate and taught English poetry properly. In private colleges, teachers appreciate students' efforts and encourage them to express their feelings.

The classroom evaluation of English poetry is also a complexity itself. Apart from classroom teaching, teachers must evaluate students' reading skills, understanding skills, interpreting skills and appreciating skills. In teaching English poetry teachers explain well or thoroughly students' reading skills, understanding skills, interpreting skills and appreciating skills that pertain to the necessary skills related to poetry learn. In public colleges, teachers do not evaluate and acknowledge students' performance and discourage, to appreciate students properly. In private colleges teachers do evaluate students' performance and encourage them to express their feelings properly.

Moreover, the examination system is not focusing on an individual's understanding and appreciation of English poetry rather than tests their memory. Teachers are not motivating their students that they should develop their interest to write a short poem. Students' are using five-year question papers while passing the examination and getting good grades. College authorities fail to provide in-service training, arrange seminars and workshops for teachers. Teachers' regularity, punctuality and a lack of teaching faculty are causes in public colleges.

CONCLUSION

The major parts of poetry and its teaching revolve around appreciation and understanding. The conventional way of teaching is emphasized on memorization and needless cramming. Poetry must be appreciated by the students as an enjoyable pursuit. This is relevant for all poetry but more specifically English poetry. Our students do not have previous experience and need proper enrichment to learn to appreciate English poetry. The contents of textbooks should be modified according to new standards and needs of the time. Teachers should develop students' concepts and creativity in English poetry and examination paper pattern should be modernized with the latest teaching trends and standards.

Poetry genres like lyrics, ballads, odes, sonnets and epic, and figures of speech, similes, personifications, metaphor, rhythm, rhyme, etc. should be integrated with other subjects like social studies and natural sciences, to develop students' interest to learn English poetry happily. Peer coaching, cooperative learning, and supportive teaching strategies should be used by teachers.

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IMPACT OF MACROECONOMIC STABILITY AND TERRORISM ON FOREIGN DIRECT INVESTMENT IN PAKISTAN

Dr. Musarrat Shamshir, Dr. Samina Sabir, and Dr. Rukhsana Khan

ABSTRACT

This study investigates the impact of macroeconomic stability, absorptive capacity, and terrorism on Foreign Direct Investment (FDI) of Pakistan over the period 1975-2015. There exists a problem of endogeneity and omitted variable bias in the macroeconomic stability, absorptive capacity measures and institutional variables. Therefore, we use two stage least square (2SLS) and Generalized Method of Moment (GMM) to tackle the problem of endogeneity and other related problems. We consider macroeconomic stability indicators and terrorism as a measure of socioeconomic variables. Macroeconomic stability, absorptive capacity and GDP per capita growth have positive and significant impact on FDI in Pakistan. We also find that terrorism has negative and significantly impact FDI. Therefore, it is necessary for Pakistan reduce terrorism to attract more FDI in Pakistan.

Keywords: FDI; GMM; Macroeconomic Stability; Terrorism.

INTRODUCTION

The objective of this study is to examine the socioeconomic determinants of foreign direct investment (FDI) in Pakistan. It has been widely discussed that how developing countries can attract FDI inflows. Academia and policy makers believe that FDI effectively eradicate poverty and income inequality. Like other developing countries, Pakistan is also striving hard to attract FDI to increase the pace of development and growth. It has been enormously studied that saving and investment are instrumental for economic growth and development. High level of saving and investment are required to foster economic growth and development. Unfortunately, Pakistan lacks the adequate amount of savings; therefore, a gap exists between required investment and saving. For example, it has been reported that savings were Rs. 2607 billion and investment were Rs. 3022 billion GDP and that indicates the saving-

investment gap was Rs. -416 billion. Furthermore, savings are Rs. 4173 billion and investment is Rs.4527 billion in 2015-2016 that show the savings-investment gap of Rs. -354 billion (Pakistan Economic Survey, 2015-2016). Therefore, it is most desirable for Pakistan to attract FDI to fill savings-investment gap. A strand of literature confirms that FDI enhances economic growth through spillover of technology, employment, productivity improvements and management skills (Asiedu, 2002; Busse & Hefeker, 2007; Yu & Walsh, 2010).

To attract FDI inflows, the government of Pakistan adopted trade liberalization policies and special incentives such as tax concession; low tariff rates and subsidies on infrastructure (Zaidi, 2005). It is observed that such type of policies changes would have immense impact on the decisions of foreign investor. To boost private sector investment and to attract FDI, Pakistan has pursued trade liberalization policies, deregulated, and privatized financial sector in late 1980s. It is worth mentioning that FDI inflow in Pakistan has increased from US\$ 23 million to US\$ 5.4 billion in 2006-2007, and then it surged to US\$ 20.587 billion in 2015. We can see the trend of in-warded FDI in Pakistan from 2000-2016 in table 1. The table clearly shows that FDI increased till 2006-2007 and then declined sharply. There are social and economic factors responsible for this deterioration of FDI inflows in Pakistan such as war and terror in the country, high inflation rate, lack of political stability and lack of environment which is conducive for business and investment.

However, China Pakistan Economic Corridor (CPEC) is the part of one belt-one road initiative of China. This economic corridor is a game changer for Pakistan, China and for whole Asian Region. Gwadar Port of Pakistan connects with North West region of Xinjiang through highways, railroads, and pipelines. CPEC will spur economic growth in Pakistan through foreign direct investment (FDI). Expected investment is US\$62 billion and this investment likely transform Pakistan into hub of economic activities. This project may directly increase approximately 700,000 employment opportunities between 2015 and 2030 and increase economic growth from two percent to 2.5 percent. It is expected that the project will increase the confidence of investors of China and other countries to invest in Pakistan. However, there are certain other factors such as macroeconomic stability, adsorption capacity and institutions that determine the investment and economic growth. If there is macroeconomic instability, low absorptive capacity, political instability and internal war

and terror in Pakistan, then it would not be possible to attract FDI inflows to spur economic growth.

Table 1. Country-wise total FDI inflows in Pakistan

Years	2000-01	2002-03	2004-05	2006-07	2008-09	2010-11	2012-13	2014-15	2016-17
USA	54.900	226.600	373.000	1766.800	427.400	499.700	299.700	823.300	685.500
UK	56.700	184.800	199.100	1820.100	185.700	232.100	567.000	399.100	-126.400
UAE	-5.700	120.000	417.300	677.000	228.000	291.700	29.500	225.200	96.800
Germany	15.500	3.800	15.200	85.900	77.000	19.700	17.700	-18.200	-2.700
France	0.700	2.600	-3.500	1.500	6.500	17.800	25.200	-214.900	52.300
Hong Kong	-12.700	5.200	61.200	-40.000	158.700	148.800	171.600	72.700	-245.800
Italy	1.300	-0.100	0.400	0.300	1.200	2.600	199.400	115.400	60.500
Japan	6.700	13.800	41.800	68.400	68.200	8.400	34.500	74.000	58.100
Saudi Arabia	1.400	43.600	18.200	105.100	-90.200	6.600	3.300	-64.400	15.600
Canada	6.200	0.500	2.000	10.900	2.600	4.100	-13.000	-25.700	35.600
Netherland	-5.900	3.100	59.800	777.900	47.600	-40.600	-108.400	-35.900	442.700
South Korea	0.500	-6.700	1.400	1.500	-0.900	6.100	25.200	4.500	17.100
Others	97.800	219.100	490.700	1684.500	2097.600	802.300	324.200	549.900	1128.600
Total	217.400	816.300	1676.600	6959.900	3209.400	1999.300	1575.900	1905.000	2217.900

Source: Pakistan Economic Survey

If there is macroeconomic instability in the country, local and foreign investors are reluctant to make investment in a host country. Perhaps, Pakistan has been facing the problem of persistent increase in current account deficit, fiscal deficit, high inflation, increase in exchange rate, low trade openness and low economic growth since 1972. An unstable macroeconomic environment retards not only domestic private investment but also foreign investment, thus suppressing economic growth. It is necessary to examine the impact of macroeconomic instability on FDI. We construct macroeconomic stability index using principal component analysis.

If the absorptive capacity is not sufficient, FDI does not flow in such type of country. Bottleneck of absorptive capacity includes lack of human capital; insufficient financial structures and inadequate infrastructure restrict the foreign investor to make investment. FDI does not only bring capital but also brings advanced technology which needs sufficient human capital. Pakistan is spending just two percent of GDP on education which indicates serious condition of lack of human capital development in Pakistan. Financial sector plays a key role in economic development by absorbing capital inflows if these inflows are in tangible form. Therefore, financial development may be considered as a prerequisite for the FDI to support economic growth. In other words, financial development and FDI

are complementary for economic growth and development. Financial sector of Pakistan has undergone the process of deregulation and privatization since 1989. It is, therefore, resilient to absorb any shock and has capacity to absorb foreign capital inflows. However, the countries that have good quality infrastructure especially physical infrastructure, ports and highways in a good position are able to attract more FDI inflows. The investors are in search of market to maximize their profit through sale and purchase of goods and services, for which infrastructure is required (Asiedu, 2002). Moreover, good quality transport infrastructure is a prerequisite to attract FDI in developing countries (Bakar, Mat, & Harun, 2012). Pakistan is expending highways to attract more FDI in a country. China Pakistan Economic Corridor (CPEC) is the crucial step that Pakistan has taken to develop road infrastructure and attract more FDI. In this study, we also examine the effect of absorptive capacity on FDI using time series data from 1975 to 2015. We construct absorptive capacity index using principal component analysis.

Moreover, the political instability; a measure of institutional quality, is another determinant of FDI inflow which impact the decision of investors to make investment (Sabir, Rafique, & Abbas, 2019). Continuous autocratic government takeover from 1977 to 1988 suppressed the Pakistan's economy in term of low investment and economic growth. Then nine different types of government had ruled from 1988 to 1999, it was the time period of high political instability followed by the judiciary crisis of 2006-2007 (Khan, 2012). Political instability creates uncertainty and lack of credibility for national and foreign investor to bring and invest their capital in highly unstable environment where there is a high chance of policy reversal.

FDI inflows depend on a business friendly and conducive environment in the host country (Buckley, Clegg, & Wang, 2002). Terrorism does not only damage physical infrastructure and human capital but also causes fear of loss which enhances the uncertainty in the form of increase in high perceived investment risk. Perhaps, high risk without an increase in the expected return on investment will drive FDI away from host country (Shahzad, Zakaria, Rehman, Ahmed, & Fida, 2015). Therefore, terrorism does not only have detrimental effects on FDI inflows but also on economic growth due to shifting of resources from growth increasing activities to less productive activities like anti-terrorism and security related expenditures (Abadie & Gardeazabal, 2008; Shahbaz & Shabbir, 2012).

There are various studies which have indicated that income inequality, financial repressions, poverty, and inflation have triggered the terrorism in the Pakistan (Shahbaz, 2013; Shahbaz, Shabbir, Malik, & Wolter, 2013). This study fills the gap in literature by examining the empirical relationship among macroeconomic stability, terrorism and FDI in Pakistan.

The study is organized as follows. Section two presents the overview of macroeconomic environment, and terrorism in Pakistan. Section three describes methodology and data. Section four presents the results and discussion. Section five concludes overall findings of the study.

Overview of Macroeconomic Indicators and FDI

Macroeconomic stability is needed to achieve high and sustainable economic growth. It causes inflows of capital that enhances economic growth. Principally it increases the confidence of the investors by providing them incentives of high investment. However, Pakistan could not be able to maintain macroeconomic stability due to current account deficit and fiscal deficit that led to low foreign direct investment, and hence low economic growth.

We can look at the persistence of current account deficit from 2005 to 2015 in figure 1. It is evident that current account deficit has extremely increased from 2005 to 2008. It was 3.29 percent of GDP in 2005 and increased to 9.20 percent of GDP in 2008 and then sharply declined to 0.59 percent of GDP in 2015. Figure 1 clearly indicates that the as the current account deficit increases, the GDP growth rate of Pakistan decreases. The period in which current account deficit has improved, growth rate has also improved. Hence, we can say that high current account deficit induced lower GDP growth rate in Pakistan in past decades. Moreover, this escalating deficit led to increase exchange rate because the State Bank of Pakistan adopted tight monetary policy (Mangla & Din, 2015).

The major economic factors that improved the current account deficit are increase in remittance from overseas Pakistanis, friendly money payment from international monetary fund (IMF), bonds issued by European Union and *Sukuk* bonds (Mangla & Din, 2015). There is a need to think about the aftermath of reverse trend of oil prices and deflation that can affect remittances and lead to higher current account deficit. However, it is a worth mentioning that increased in FDI during 2005 to 2009 also mitigated the problem of widening current account deficit. Thus,

a persistent rise in robust economic growth can attract foreign direct investment inflows.

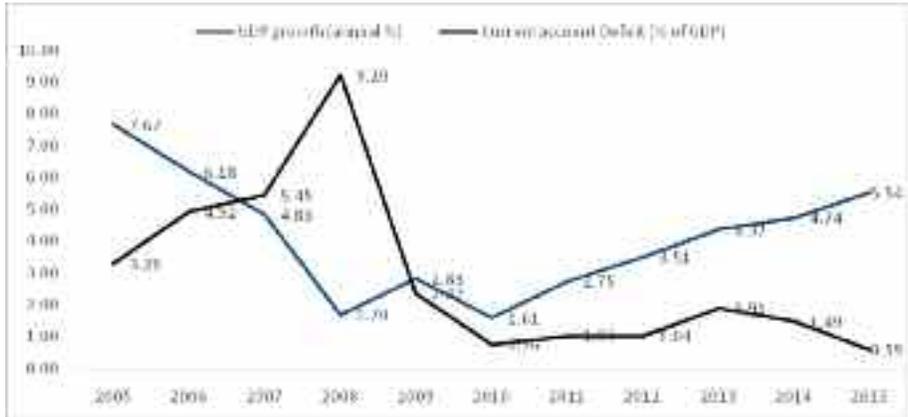


Figure 1. FDI, GDP Growth and Current Account Deficit

Despite the problem of current account deficit, Pakistan is also facing the problem of fiscal deficit and it is rising over the time accompanied by high inflation. In 2005, fiscal deficit is 3.3 percent of GDP and it increased to 7.6 percent of GDP in 2008. Then there is a declining trend in fiscal deficit till to 2011 follow by 8.8 percent increase. From 2012-2015, fiscal deficit has decreased to 5.5. Similarly, inflation was 9.06 in 2005 and reduced to 7.6 in 2007. For next three consecutive years, inflation was in double digit that is considered as detrimental for FDI and economic growth from 2008 to 2011. From 2012 onwards, inflation reduced to 2.54 in 2015 from 9.69 percent in 2012 accompanied with improved fiscal deficit. High inflation and high fiscal deficit led to lower investment that resulted in lower GDP per capita. This is shown in figure 2.

Though there is persistent decline in inflation and rise in GDP growth rate but FDI as a percentage GDP is declining over the time due to many reasons that we discuss later. However, stability and normality of inflation spur economic growth. High inflation is considered as a tax on FDI which reduces FDI in host country. Exchange rate fluctuation also affects FDI and economic growth. There exist negative relationship between exchange rate and FDI, i.e. depreciation of currency increases exchange rate which has positive effect on FDI. Similarly, appreciation of currency attracts less FDI that has negative impact on FDI. In case of Pakistan, currency of Pakistan depreciated over the time especially from 2005 to 2014 and exchange rate increased.

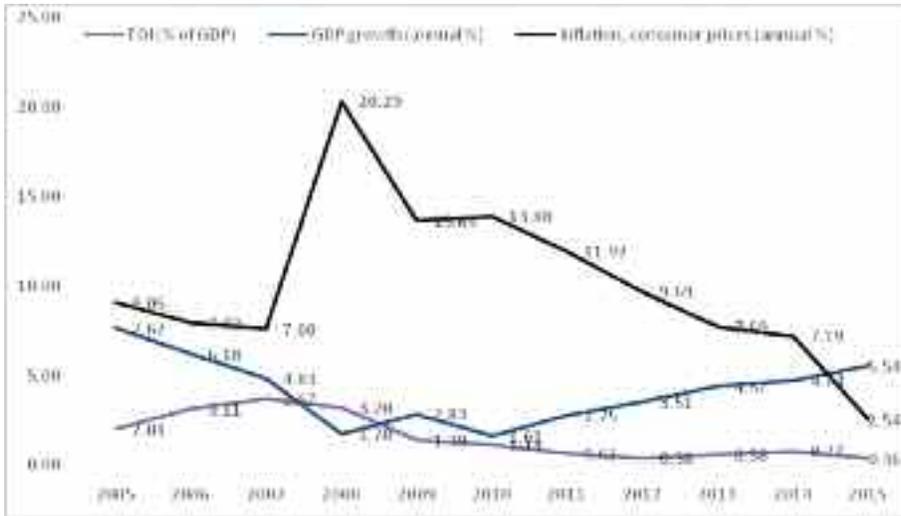


Figure 2. FDI, GDP Growth and Inflation

We measure the exchange rate variability by taking the percentage change in it. Exchange rate variability is very high from 2007 to 2009, then variation in exchange rate declined until 2011. There exists a high variation in rate in 2012 and 2013 but then calmed down in 2014. During the time period of high variation in exchange rate, economic growth is reported as very low. A high variation in exchange also indicates the high macroeconomic instability that leads to low productivity. This is period of high macroeconomic instability accompanied by high current account deficit, high inflation, and high exchange rate but with low economic growth. As the variability in exchange rate gets minimized, economic growth increases.

Another major indicator of macroeconomic stability is the trade openness. Increase in trade openness induces more FDI in a country that has positive impact on economic growth. Here we construct macroeconomic stability index taking policy variables such as budget deficit as a percentage of GDP, inflation, exchange rate variability and trade openness using principal component analysis using data from 1975 to 2015. We consider the first principal component (PC1) because it has highest Eigen value. Macroeconomic stability index is constructed from the following equation

$$MSI = 0.602 * Inflation + 0.610 * trade\ openness + 0.424 * Exchange\ rate\ variability - 0.300 * fiscal\ deficit \dots \dots (1)$$

MSI is shown in figure 3. This figure reveals that macroeconomic instability is high in 1970s due to many reasons such as war with India,

depreciation of currency, high inflation, nationalization policy, fragile law and order situation and political instability. In 1980s, there is a stable macroeconomic environment and then again there is instability in 1990s due privatization and deregulation policy, nuclear detonation, high inflation, political instability, and high fiscal deficit.

It improved in early 2000s due to low and stable inflation together with low budget deficit, it arises again between 2008-2011 due to increase in food and oil price that had persistent pressure on inflation along with global financial crisis, high fiscal deficit, exchange rate variations and dreadful law and order situation. Macroeconomic stability index indicates the improvement after 2013 due to decrease in oil price which has negative impact on inflation, political stability, improvement in law and order situation and stability in exchange rate. If these conditions prevail, then macroeconomic environment gets stabilize that would have positive impact on investment and economic growth.

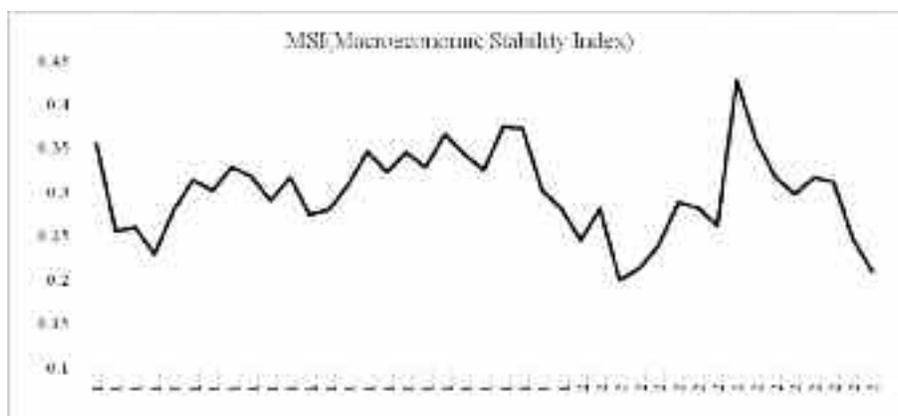


Figure 3. Macroeconomic Stability Index (MSI)

If there is a macroeconomic stability characterized with low and stable inflation, less exchange rate variation, less fiscal deficit, and high trade openness, then FDI on the part of CPEC and from other countries will economic prosperity through capital accumulation and increase in productivity.

Overview of Absorptive Capacity of Pakistan

It is deemed important that absorptive capacity of the host country can have large impact on volume of FDI. Absorptive capacity consists of adequate human capital, financial market, infrastructure, and institutions (Bengoa & Sanchez-Robles, 2003). For instance, the host country ability to absorb and make effective use of FDI increases as the human capital

increases (Benhabib & Spiegel, 1994). Lack of sufficient infrastructure, institutions and financial market are other bottlenecks in the inflow of FDI in Pakistan. Similarly, FDI can foster economic growth in host country through spillover effects of inflows of FDI conditioned on the provision of the minimum absorptive capacity. Simply, we can say that FDI spurs economic growth when business environment is compatible. We consider three measures of absorptive capacity such as human capital, bank credit to private sector as a percentage of GDP and public infrastructure. For human capital development, gross secondary school enrollment ratio has been used and for infrastructure, high roads as percentage of total roads have been used. Over the time, gross secondary school enrollment increases. It was 18% in 1975, 27% in 2005 and improved to 41% in 2015.

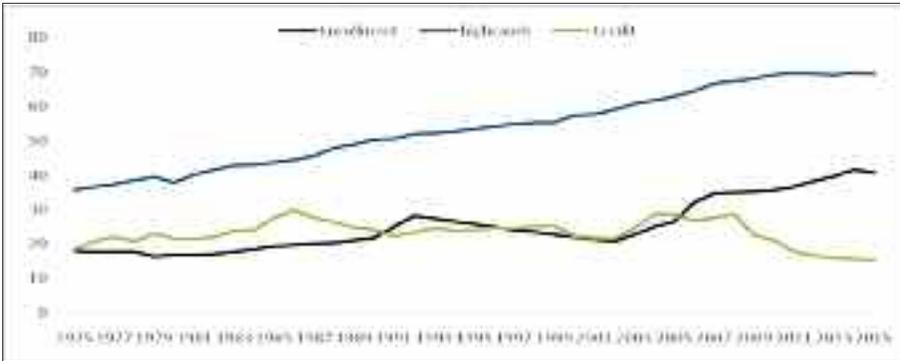


Figure 4. Secondary School Enrollment, Highroads to Total Roads and Credit to Private Sector

Similarly, high roads as a percentage of total roads have improved over the time. In 2005, high roads were 63% of total roads and these are improved to 70 percent in 2015. For instance, there exists instability in domestic credit to private sectors by banks as percentage of GDP to boost private investment. Trend of these indicators of absorptive capacity is shown in figure 4. This shows the improvement in high roads to total and gross secondary school enrollment but there exist a fluctuation in the credit to private sector.

We develop absorptive capacity index using principal component analysis over the time 1971 to 2015. We construct absorptive capacity index as

$$ACI = 0.682 * \text{secondary school enrollment ratio} + 0.648 * \frac{\text{high roads}}{\text{total}} - 0.340 * \text{Domestic credit to private sector} \dots \dots (2)$$

Absorptive capacity index (ACI) is reported in figure 5. ACI is stagnant in 1970s and but it increased in 1980s.

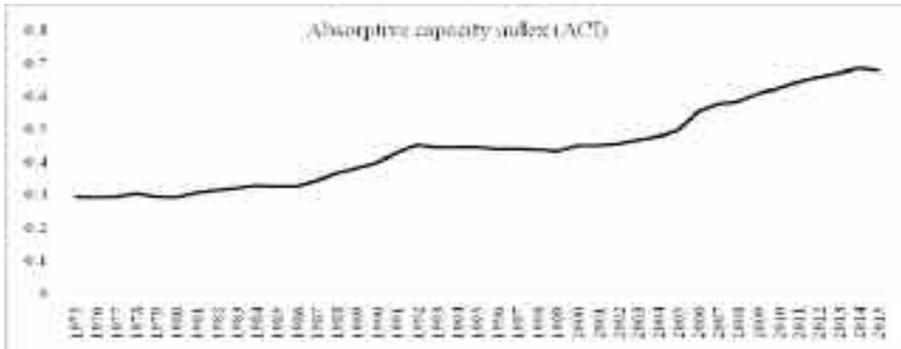


Figure 5. Absorptive Capacity Index (ACI)

Due to high political instability, deregulation and privatization of financial sector and less expenditures on education and less enrollment ratio etc. in 1990s ACI is stagnant and constant. However, it shows improvement in 2000s due to infrastructure development, financial development, and human capital development. ACI lies between 0 and 1 i.e. It has started from 0.3 and reaches at 0.7 that indicates the improvement in social or adsorptive capacity of Pakistan that is essential for FDI to boost economic growth.

Institutions and Terrorism

It is worth mentioning that democracy can attract FDI because it reduces the risk of policy reversal and strengthens property right along with less government intervention. Proponents of democracy argue that autocracy does not increase rule of law even deteriorates it. Hence democracy provides rule of law, protection of property rights, freedom of choice and speech which reduce risk of expropriation of FDI. For instance, the study of Iqbal and Daly (2014) show that the control of corruption has positive impact on growth provided the establishment of strong democratic institutions.

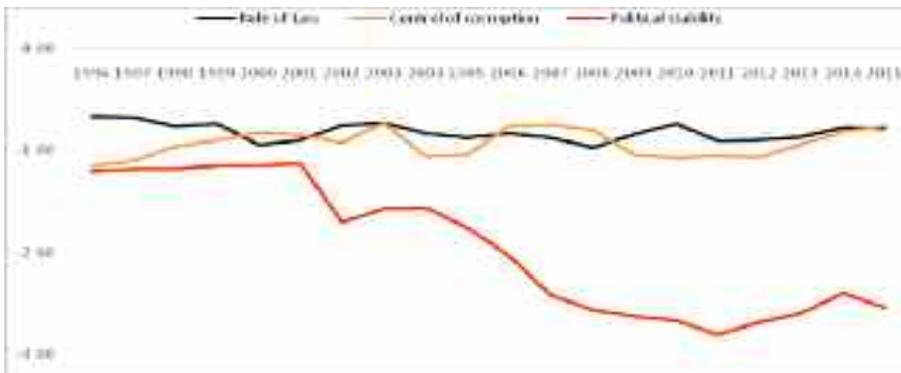


Figure 6. Institutions and Terrorism

However, Pakistan has weak institutions and weak democracy. After the continuous electoral process, government is trying to attract FDI in infrastructure, energy sector and industrial sector. We can show the behavior of democratic institutions since 1975 using polity 2 score which is collected from Polity IV database compiled by Marshall et al., 2017. Polity 2 score lies between -10 (full autocracy) and +10 (complete democracy). However, to paint the clear picture of quality of institutions, we use rule of law, control of corruption and political instability as the indicators of institution. These three measures range between -2.5 (weak performance) and 2.5 (strong performance). It is presented in figure 6. It shows that all three indicators of quality of institution is declining over the time. All three variables reported neagative signs which indicates the weak rule of law, less control of corruption and less political stability from 1996 to 2015. This means that unfortunetly democratic government and non-democratic government could not establish the sound institutions.

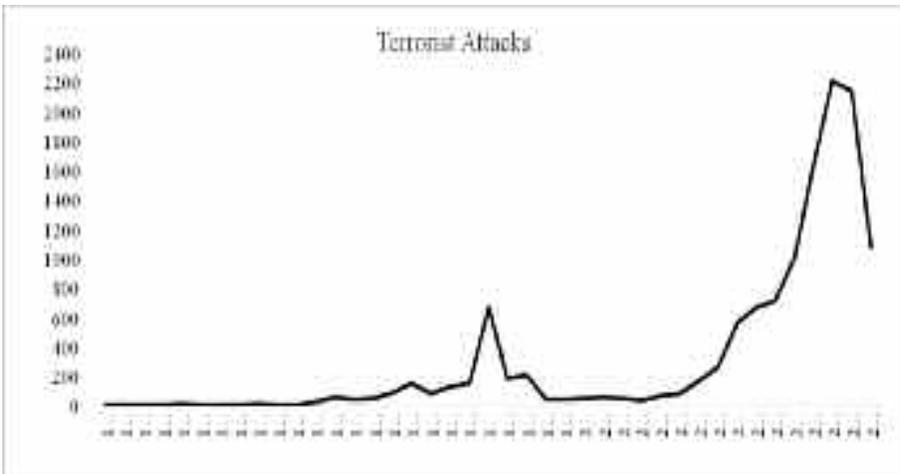


Figure 7. Terrorist Attacks

But story does not end here. Despite the weak democratic institutions, Pakistan is facing the problem of domestic terrorism since establishing of Pakistan. It is adversely affecting investment, infrastructure, productivity, trade, growth, and development. The study of Abadie and Gardeazabal (2008) mentions that after 9/11 FDI as percentage of gross fixed capital formation dropped to 1.5 percent of GDP in 2003 from 15.1% along with increased recorded net outflow of FDI 7.2% in 2000 to 7.5% in 2003. These facts clearly indicate that terrorism not only decreases FDI inflows but also increase FDI outflow. We can see clearly the situation of terrorist attack in Pakistan since 1975 in figure 7.

This reveals that terrorism incidents are very low in 1970s and 1980s but it rose up in late 1980s and 1990s due to internal political instability. However, terrorist attacks decreased in 2000s, then there is a continuous increase in terrorism from 2003 to 2014 but there is noticeable reduction in terrorism to 1081 in 2015 from 2146. This indicates that Pakistan has taken effective measures to mitigate terrorism and these policies are now working and resulting in substantial decrease in attacks.

However, if we compare the number of terrorists attacks occurred over the time with net FDI inflows (US\$), then we find that FDI inflows and terrorist attacks have same trend. There exists a positive relationship between net FDI inflows and terrorists attacks due to increase in aid to mitigate terrorism from country. Increase in aid also attracts FDI that has positive impact on other economic variables.

RESEARCH METHODOLOGY AND DATA

Multinational corporations make investment in those countries where net return on capital is high subject to various conditions such macroeconomic stability, adsorptive capacity, political stability and less internal conflicts (Hermes and Lensink, 2003; Durham, 2004; Alfaro, Chanda, Kalemli-Ozcan, & Sayek, 2004; Khan, 2012). Therefore, they establish their business in host country just to maximize profit. Therefore, recipient country takes the benefit of inward FDI to foster economic growth.

In this study, we consider nominal exchange rate, inflation, trade openness and fiscal deficit as a measure of macroeconomic stability to examine their impact on net inwarded FDI in US\$. However, we also take GDP per capita growth rate as an additional variable in basic equation. Adsorptive capacity is captured with gross secondary school enrollment as a measure of human capital, high roads as a percent of total roads are used as measure of infrastructure and domestic credit to private sector by banks as a percent of GDP is used as a measure of financial development. Moreover, we also examine the impact of democratic institution as measure of democracy and terrorism on FDI and equation is specify as

$$\ln FDI_t = \alpha_0 + \alpha_1 \text{Macro Stability}_t + \alpha_2 \text{Absorptive Capacitt}_t + \alpha_3 \text{Democratic Insitutions}_t + \alpha_4 \text{Terrorism}_t + \alpha_5 \text{GDPp}_t + u_t \dots (3)$$

Where t is time subscript t=1,2, 3,...,1, lnFDI is the natural logarithm of FDI, macro stability indicates the variables mentioned above, GDPp is gross domestic product per capita growth rate and u is stochastic term which is white noise.

There exist the problems of endogeneity and reverse causality between FDI and other explanatory variables in equation (3). To address these problems, Generalized Method of Moment (GMM) technique of Hansen (2001), Arellano & Bond (1991) and Arellano & Bover (1995) is used.

We use annual data from 1975 to 2015. Data of net FDI in US\$, nominal exchange rate, trade openness measure as export plus import as a percent of GDP, GDP per capita growth rate, and domestic credit to private sector by banks as percent of GDP are retrieved from the World Development Indicators (WDI). Data of fiscal deficit and high roads to total roads are taken from various issues of economic survey of Pakistan. Polity score is used as a measure of democratic institutions/political instability as we explained in previous section. Terrorist attacks are used as a measure of terrorism and data is taken from Global Terrorism Database (GST) which is compiled by National Consortium for the study of Terrorism and Responses to Terrorism. The data for the year 1993 is not available; therefore, we take average of last two years values to get value of 1993. Descriptive statistics of the variables are given in table 2.

Table 2. Descriptive Statistics

	Mean	Max	Min.	Std. Dev.	Obs.
FDI as a percent of GDP	0.831	3.668	0.062	0.827	41
GDP per capita Growth	2.198	6.692	-1.454	1.851	41
Fiscal deficit	-6.005	-1.952	-9.573	1.968	41
Nominal exchange rate	42.045	102.769	9.900	30.089	41
Inflation	8.659	20.905	2.540	4.134	41
Trade Openness	33.581	38.909	27.720	2.897	41
Exchange rate Variability	6.041	19.671	-3.558	6.071	41
Domestic credit to private sector	23.301	29.786	15.363	3.617	41
Secondary school enrollment gross	25.335	41.638	16.505	7.530	41
High roads/Total roads*100	53.747	69.807	35.892	11.027	41
Absorptive capacity index	0.448	0.682	0.289	0.123	41
Macroeconomic stability Index (MSI)	0.300	0.427	0.199	0.492	41
Polity2	1.024	8.000	-7.000	6.597	41
Terrorist attacks	310.512	2214.000	1.000	558.040	41

Source: Author's own calculations

RESULTS AND DISCUSSION

We estimate the above regression equation using Generalized Method of Moment (GMM) of Arellano and Bover (1995) due the problem of endogeneity and reverse causality problems. We use the lagged values of variables as instruments for endogenous variables. We investigate the

impact of Macroeconomic Stability Index (MSI), Absorptive Capacity Index (ACI) and democracy on FDI using 2SLS and GMM. Results are reported in table 3. The table also shows that GDP per capita growth rate has positive and statistically significant impact on inward FDI in Pakistan. Hence, GDP per capita growth induces FDI and this implies that increase in GDP per capita growth rate also increases FDI inflows in Pakistan. These findings are consistent with previous literature.

Table 2 indicates that macroeconomic stability index has positive and significant impact on inward FDI. This implies that macroeconomic stability restore the confidence of foreign investor, hence FDI increases. This implies that macroeconomic stability reflects less risk and uncertainty which are preferable for investors to invest their capital. Absorptive capacity index has positive and statistically significant effect on FDI. If there is adequate human capital, road infrastructure and financial development, then foreign investors bring capital to earn returns. Coefficients of democratic institution and economic growth are positive and significant, respectively. However, terrorist attacks negatively and significantly impact FDI in Pakistan. One percent increase in terrorist attacks decreases FDI by 0.073 percent, respectively.

Table 3. Socioeconomic Variables and FDI

	2SLS	GMM
MSI	0.196** (0.014)	0.056** (0.031)
ACI	0.082* (0.001)	0.052** (0.047)
log (Terrorist Attacks)	-0.488** (0.015)	-0.173 (0.046)
Polity 2	0.174* (0.016)	0.008** (0.011)
Growth rate	0.127*** (0.104)	0.047*** (0.072)
Constant	8.004* (0.003)	15.565* (0.000)
R2	0.760	0.910
DW	1.273	1.950
J-stat	0.183	0.826

*, ** and *** indicate the level of significance at 1%, 5% and 10%. Source: Authors own estimation.

CONCLUSION

In this study, we explored the socioeconomic determinants of FDI for Pakistan. Due to endogeneity problem, Generalized Method of Moment and second stage least square techniques are used for robustness and consistency of results. Interestingly, terrorists' attack has negative and statistically significant impact on FDI because it increases the investment risk without potential increase in returns on investment. Macroeconomic stability index (MSI), Absorptive index (ACI) and GDP per capita growth rate has positive and statistically significant impact on FDI. We infer the policy implication from this empirical analysis that government of Pakistan should take measures to overcome the terrorist attacks in Pakistan to attract FDI inflows to enhance economic growth. Although Pakistan's government has launched a big military operation against terrorism, but more steps should be taken to create environment conducive for domestic and foreign investment. Moreover, Government should take policy measures to mitigate the root causes to terrorism like income inequality, less enrollment in schools, unemployment, and poverty.

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Discussion Paper

**THE ROLE OF KARACHI HARBOR IN
STRENGTHENING CPEC: CHALLENGES AND
OPPORTUNITIES**

Dr. Asghar Ali Dashti, and Dr. Syed Shahabuddin

ABSTRACT

The purpose of this study is to distinguish and assess the performance of existing, emerging, and conceptual, commercially developed technologies at Karachi Port Trust (KPT) which is related to economic development through China Pakistan Economic Corridor (CPEC). The relevant infrastructure of KPT will facilitate CPEC growth and can play a dynamic role whereas expansion and extension of private terminal operators are equally important to support the CPEC initiative. The increase in efficiency of port operation and its processing requires a rational allocation of resources, transport, and handling equipment. The study analyses the problems, challenges and opportunities of Karachi port's operation and its efficiency. The economic impacts and opportunities for Karachi Sea Port during the development process of CPEC are also included in this study.

Keywords: Karachi Port; Operation; Development; Competition; Efficiency.

INTRODUCTION

The seas surrounding the third world countries, particularly in the Sub-Continent, have become economically sensitive and these countries must now face the real possibility that new economic challenges do not come across land borders, but rather from sea. Likewise, these countries are coming to realize that in the situation of competition, modern ports presence is much more flexible and efficient tool than for example, maximum market capturing or attracting regional business, both likely to activate unnecessary commercial conflict. Access to the sea can mean access to the strategic marketing all over the world. The recent politico-economic and technological developments have encouraged the Sub-Continent region to establish modern shipping terminals which may not only be capable of commercial transit but also to further their countries'

broader maritime interests. All these developments have had either direct or indirect effect on Pakistan's economy.

The purpose of the study is to examine the impact of mega developments in the Karachi Port on China Pakistan Economic Corridor (CPEC) which is of an immediate concern i.e. impact of Gwadar port under Chinese administration with special emphasis on the sea port potential of Pakistan and implications of the current politico-economic and technological developments on Pakistan's sea ports. In addition, this study deals with the operational potential of Karachi port, with special emphasis on the roles and capabilities of the Karachi Port Trust. It also includes a brief discussion on some of the domestic constraints affecting vessel as well as container handling productivity, lack of high space of modernized equipment, Port health and responsibilities of people and cargo as well as vessel in the prevailing economic and technological environments in order to avail CPEC advantages.

Additionally, an evaluation of equipment-holding capacity of private stevedores as well as terminal operators in the Port of Karachi and its effects on decongestion of cargo; impact of more space availability on the operational efficiency in the bulk; break bulk handling at the Port specially at East Wharf region; and effectiveness of dwell time reduction measures in Karachi Port is also included in this study. Moreover, analysis of the optimization and expansion for containerized cargo area to handle the expected increase in container traffic in CPEC project development scenario is also included in the discussion.

LITERATURE REVIEW AND DISCUSSION

Overview

The emerging scenario around Pakistan involving rapprochement between friends and enemies is a source of critical concern but more so it serves as a last warning for our foreign relation experts and economic strategists, responsible for the prosperity of Pakistan. The fact is that Pakistan cannot and should not depend on its special relations with any country or any regional group, as such relations cannot stand the test of time when commercial conflicting interests are emerging in the world with new concepts and strategies of trade and economic cooperation. The best course for Pakistan to meet new regional economic challenges is to make itself economically strong in order to be able to compete successfully against others for its share of the world market. To achieve this capability, it must

concentrate on scientific education and on building up a broad industrial base. Domestic policies must be consistent and not changed with every change of government or else credibility will be lost. Only a strong and stable Pakistan, capable of contributing towards the economic development of the countries in the region, can face new economic challenges.

Development of Karachi Sea Port and CPEC

Impact of China Pakistan Economic Corridor (CPEC) on trade and its effect on Karachi Port especially in terms of the port facilities and transit time, Karachi port and its private terminals will play dynamic and core role in the development of CPEC. Transport and infrastructure of seaport are called strategic levers of trade as they help in reducing the shipping costs and transit time. In the modern era, organizations want to reduce the shipping costs and transit time to maximize profit and ensure timely delivery of product (Mirwais, Baloch, Usman, & Mandokhail, 2017). The focal point of this research is to study the importance of CPEC and its impact on import and export at Karachi Port and its private terminal operators in terms of port facilities and transit time.

While with the investment and construction of energy and infrastructure projects, various social risks will appear after the initiation of the project, induced by social impacts. Social impacts assessment aims to eliminate or reduce negative social risks persuaded by investment on CPEC and to meet the social development requirements, national and local goals during the process of investment opportunity study, preparation, and implementation and operation stage are beneficial. The investment and construction of energy and infrastructure projects under CPEC will both affect Pakistan and China in social, economic, and culture, resources. Thus, the role of Karachi port to facilitate tentative heavy flow of CPEC is core issue of this study.

Gwadar port, due to political conflicts, at present, handles exceedingly small volume of cargo. However, in the long run when this port will be fully functional, it is expected that due to geo-political importance Gwadar port will tend to capture transit traffic to/from Iran, Afghanistan, and China. In addition, Gwadar port will also compete for Pakistani trade that presently goes through Karachi and Port Qasim.

The improvement in business climate through reforms will also enhance export potential. Strategy to improve external sector performance for achieving the targets includes:

- Export-oriented industries will be given priority in providing uninterrupted supply of energy,
- Remittances flow will be enhanced through reducing the cost of sending remittances, strengthening Pakistan Remittance Initiative (PRI) and skill matching according to demand in world market,
- The FDI opportunities will be encouraged in infrastructure and energy sectors through business-friendly environment, specifically under the CPEC,
- Greater involvement in regional cooperation to become part of global supply value-chain,
- The National Action Plan to resolve security related issues and encourage private sector through ease of doing business so that export industries stay competitive internationally.

Pakistan expects that CPEC and various other projects related to road connectivity will significantly reduce trade cost. Similarly, East-Asian countries are also interested in trade access with Central Asian Countries via CPEC (Dashti, Javaid, & Shahabuddin, 2017). Simultaneously, we see manufacturing sector has multiplier effect on other sectors and increase in exports is only possible if manufacturing beefs up in the country. Since government is working on this issue and developing new power plants which require LNG for electricity production, a comparatively easier source of energy. While government is also converting conventional furnace oil power plants into coal (even though we feel that existing plants should speed up conversion on coal). We expect that by timely completion of energy related projects in CPEC would definitely build market competition between Karachi port and Port Qasim Authority (Baird, 2000).

International standard of a Port to Attract Heavy Flow of Cargo

Demand for port facilities does not just arise automatically, of its own. Port development is not something whose magnitude is determined simply by economic growth and expected levels of exports and imports of different commodities. There are fundamental factors setting certain parameters for the possible development of a port's traffics, and so affecting future port facility requirements especially during implementation of (CPEC) which will effect on national and regional economic growth, the expected growth of particular industries, changes in stiffing and transport technology, and so on.

In a port context, marketing can have various purposes, depending on the relevant situation at the time and place concerned, and on the objectives of the port authority which is to avail CPEC containerized and break-bulk cargo flow towards Karachi. Port marketing techniques may, for example, be used to help maximize the utilization of a port's facilities, whether to increase port profitability, to decrease average per-ton port costs, to maintain employment, or to encourage regional economic development.

Port marketing techniques may also be used to help achieve the best possible use of port facilities, whether within a particular Terminal, or within a group of ports. There are many possible variations, but they have one thing in common: marketing is being used in some sense to change the demand for port facilities — so affecting the pattern of need for port development. This is partly a consequence of change in transport technology of the development of containerization and roll-on/roll-off operations in the general-cargo trades (Drewry Shipping Consultants, 2005). The through-transport concept has been particularly important in this context, whether simply in the sense of an interest in total through-transport costs, or in the sense of integrated through-transport operations.

It can make possible the development of economy from the use of large ships and from the development of specialized port terminal facilities in CPEC scenario. It also means that less and less trade is confined to any one port; and, equally, it means that ports may be able to attract new traffics, new users that would have been unthinkable in the past.

For a port authority, this is no longer a safe and stable world, but an ever-changing scene. Inter-port competition is very keen in many parts of the world, for example in Europe, in North America, in parts of the Arabian Gulf, and in South East and East Asia (e.g. between Singapore and Indonesian/Malaysian ports and probably to a growing extent between Japanese and Korean ports) (Heinrich, 1999). Competition tends to be keenest in more developed parts of the world, especially where there is an excess of port capacity. However, there are obviously many countries where inter-port competition effectively does not exist. This does not detract from the potential importance of marketing, in relation to port development, because of the way it can be used to encourage the better use of port facilities. (Williams, Jamieson, & Rose, 1999).

In a properly fixed situation, where there are neither serious problems

of declining traffics, technological change and old or otherwise under-utilized port facilities, nor the opposite problems of trying to keep up with fast-growing traffic volumes, the main uses of port marketing may be to increase profitability and to decrease per-ton costs. In the real world, ship arrivals bunch and cargo volumes fluctuate. Marketing may have a role in helping lessen the extent of seasonal fluctuations, by analytical off-peak periods of under-utilization and attracting traffic at such times.

In practice, those responsible for ports are often faced not with a fixed situation in which port facilities more or less match demand, but with traffic and technological changes giving rise to problems of excess or under-capacity. In simple excess capacity situations, the objective is normally to attract additional traffic to make more full use of facilities, so helping to reduce per-ton costs, increase profitability, and preserve employment (UNCTAD, 1998).

Sometimes where port facilities become antiquated, whether because of changes in technology (e.g., increasing ship size) or in trade, it may be possible to adapt and redevelop the facilities for quite new purposes. This is very much a marketing matter of correctly assessing the future of existing trades, of pinpointing where there is scope to adapt facilities to new purposes, of actually marketing the proposed development to new users.

Ports not only generate their own employment but also generate outside employment. For this reason, for instance, in various Continental European ports, marketing is seen as part of a wider operation to encourage the industrial development of a city or region. Similarly, in the Gulf States, there is a widespread awareness of the employment and income generation impact of ports (Saundry & Turnbull, 1997).

However, marketing may have a more direct role in relation to port-related public – private partnership and commercial development. There is in any case a need for a marketing appreciation of the scope for port-related (and especially heavy) industrial development, this for port planning; reasons to protect potentially available areas within ports for such uses, and if possible to help protect (preserve) appropriate land outside port authority areas for such development (Kaselimi & Reeve, 2008).

Apart from this, port-related industrial and commercial development may also be stimulated in another way by the establishment of free ports, free trade zones and export promotion areas. Depending, of course, on

location and other factors, such facilities may considerably enhance the scope for the development and utilization of ports and may generate significant volumes of employment.

The constantly changing framework within which ports work has already been noted, and because of this, the first need from a marketing standpoint is for ports continually to monitor the factors affecting demand for their facilities. The demand for port facilities may be affected by ‘competitive’ factors by changes in the economic and technological environment in which the port exists; by ‘institutional’ factors (policies of bodies such as shipping conferences and commodity marketing boards, and by the structure of port employment); and by governmental factors. (Zhang, 2008).

STUDY RESULTS AND RECOMMENDATIONS

Operational Hindrance at Karachi Port

CPEC related economic growth require relevant infrastructure to facilitate CPEC containerized cargo’s flow and Karachi Port Trust is to play vital role in this. Modernization at Karachi Port and expansion of private terminals are equally important to support CPEC growth, following measures are recommended for the overall required improvement at of Karachi Port.

- i. ***Strengthening More Space at Karachi Port:*** Pakistan’s market capacity is definitely going to increase enormously in the upcoming years as projects like CPEC and modernization of private container terminals. In the next 5 to 10 years, the total market capacity and volume projection of Pakistan is going to hike tremendously after the operations of CPEC. In order to cope with the progress of containerization, container terminal operation by the private sector using their own handling equipment has been progressing by leasing the existing facilities. However, the cargo-handling capacity of these terminals at Karachi Port is insufficient to handle the above volume of containers. Therefore, an additional space for vessel berthing and cargo handling will be required by the year 2024/25 at East Wharf of Karachi Port.
- ii. ***Trade will be able to receive more efficient services level at all the terminal:*** After the expansion of private container terminals at Karachi Port and the completion of other projects, trade will be able to receive better and more efficient services at all the terminals as well as Karachi Port. In this way, terminals will also provide time

efficient services to all the trade being handled. As the expansion completes, congestion issues will automatically be streamlined.

iii. ***Need Modernized Bulk / Break Bulk handling at Karachi Port:*** The volume of wheat to be handled at Qasim port in 2024/25 is estimated as 17.1 million tons. At present, Marginal Wharf Berth Nos. 2-4 are handling wheat and the handling productivity is rather high at about 120 tons per hour, which seems to be a result of good management/ operation (De Borger, Proost, & Van Dender, 2008). However, the present cargo-handling capacity is insufficient to meet the forecast demand. Therefore, it is necessary to provide specialized dry bulk handling facilities. At Karachi port, various kinds of dry bulk cargoes are being handled at conventional berths, such as fertilizer, rice, phosphate, scrap etc. Therefore, it is necessary to provide specialized dry bulk handling facilities. The bulk cargo operations at of Karachi Port are disturbed by container stacking and this leaves less space for bulk cargo. The bulk cargo operations handling should be separated from the routine cargo operations otherwise this creates management and handling issues and also wastes time and resources by limiting the current efficiency of Karachi Port. So, in order to maximize the handling capacity and efficiency of Karachi Port, Karachi Port needs modification and modernization according to the current and future requirements of its market share and growth. By modernizing Karachi Port, we can not only increase the handling capacity and revenue but also prepare Karachi Port for the future market share and growth as a sizable chunk of CPEC workload is expected to be handed over to Karachi Port.

iv. ***Increase in Volume of Karachi Port Market Share by Increasing Both Container and Bulk Handling:*** The market share of Karachi Port increased from 877,488 TEUs in 2006 to 1,987,12 TEUs in 2016 and is expected to grow with a much higher pace so Karachi Port will definitely be in a position to increase its container and bulk cargo handling by making some right arrangements like installation of mobile gantry crane (RTG) stackers and increasing the average quay length (Saeed & Larsen, 2010a).

The bulk cargo operations at Karachi Port are disturbed by container stacking and this leaves less space for bulk cargo. Giving expansion to Karachi Port will make it possible for Karachi Port to make more revenue from less space and it will also give them the opportunity to handle more

bulk cargo in the additional space vacated from Karachi Port and for this, the bulk cargo operations handling should be separated from the routine cargo operations otherwise this creates management and handling issues and also wastes time and resources by limiting the current efficiency of Karachi Port. This will maximize the handling capacity and efficiency of Karachi Port; Karachi Port also needs modification and modernization according to the current and future requirements of its market share and growth.

CPEC Related Economic Growth and relevant Infrastructure to Facilitate CPEC Growth

Gwadar port will finalize in 2030 according to the governmental plans, so CPEC workload will be shifted to other ports of Karachi port and Karachi Port is also going to have its big chunk of CPEC workload but CPEC related market growth require relevant infrastructure to facilitate CPEC growth and KPT is going to play a vital role, Karachi Port expansion it equally important to support CPEC related market growth. (Raza, 2016).

i. *A large-sized vessel influences on the port operations in several technical, economical, ecological, and organizational aspects.*

Firstly, the port should have an adequate canal with a considerable amount of piers for bigger tonnages, sufficient storage capacity for a bigger number of cargoes to be accumulated and employ advanced specialized technologies that demand significant investment in both port infrastructure and superstructure.

The use of large-sized vessels will likely reduce the traffic within the Karachi Port. Subsequently, the probability of port accidents is reduced, and ecologic factors are enhanced, as the fuel consumption per cargo unit of larger ships is lower. Large-sized ships enable to produce cost-efficient and time-saving cargo operations, along with the optimum use of the pier - a greater ratio between the actual loading operation term and additional operations, like mooring, arrangement of ship and cargo formalities and these factors are very important for the liner ships, which work in shipping lines. Advanced terminal operation scheduling for big tonnages will lead to less technological and mobilization pauses, however general inconsistency of terminal operations may occur due to the increased demand of service facilities and personnel for servicing several ships at a time, or idle operation when there are no ships (Saeed & Larsen, 2010b)

- ii. ***Negative impacts on trade while Port is operating virtually on 100% of its capacity.*** International standards work on 70% utilization of container terminals as working on more than that creates handlings and management issues as well as safety hazards. It also slows down the handling capacity. Inefficient utilization of Karachi Port Trust (KPT) east wharf space due to reach stacker operations, occupy more space to handle less volume, therefore KPT making losing the opportunity to make most revenue of the space. Karachi Port area is inefficiently used by KPT due to the operations of Reach stacker operations and therefore is not making most of its share.
- iii. ***Container stacking at Karachi Port Trust also making it difficult for bulk cargo.*** The bulk cargo operations at Karachi Port are disturbed by container stacking and this leaves less space for bulk cargo. The bulk cargo operations handling should be separated from the routine cargo operations otherwise this creates management and handling issues and also wastes time and resources by limiting the current efficiency of East Wharf of Karachi Port. The average vessel size has increased dramatically in the past years, ranging from 9,400 TEUs to 12,000 TEUs. Other ports around the world are easily able to handle bigger vessels which facilitate trade and deliver more goods at a shorter time. East Wharf Karachi Port has 600 meters quay length berthing two vessels of 270 meters or above (Kaselimi, Notteboom, & Saeed, 2011). This creates operational hazards and unsafe working conditions not only for vessel and port but also for the labor staff.

Opportunities for Karachi Port Operations

The bulk cargo operations at Karachi Port are disturbed by container stacking and this leaves less space for bulk cargo. The bulk cargo operations handling should be separated from the routine cargo operations otherwise this creates management and handling issues and also wastes time and resources by limiting the current efficiency of Karachi Port. Consequently, in order to maximize the handling capacity and efficiency of Karachi Port, Karachi Port needs modification and modernization according to the current and future requirements of its market share and growth. By modernizing Karachi Port, we can not only increase the handling capacity and revenue but also prepare Karachi Port for the future market share and growth as a substantial chunk of CPEC workload is expected to be handed over to Karachi Port. However, the present cargo-handling capacity is insufficient to meet the forecast demand. Therefore,

it is necessary to provide specialized dry bulk handling facilities. At Karachi port, various kinds of dry bulk cargoes are being handled at conventional berths, such as fertilizer, rice, phosphate, scrap, etc.

A large-sized vessel influences on the port operations in several aspects: technical, economical, ecological, and organizational. Firstly, the port should have an adequate canal with a considerable number of piers for bigger tonnages, sufficient storage capacity for a bigger number of cargoes to be accumulated and employ advanced specialized technologies that demand significant investment in both port infrastructure and superstructure. The use of large-sized vessels will likely reduce the traffic within the port. Subsequently, the probability of port accidents is reduced, and ecologic factors are enhanced, as the fuel consumption per cargo unit of larger ships is lower. Large-sized ships enable to produce cost-efficient and time-saving cargo operations, along with the optimum use of the pier - a greater ratio between the actual loading operation term and additional operations, like mooring, arrangement of ship and cargo formalities and these factors are very important for the liner ships, which work in shipping lines.

Karachi Port's existing customers face several issues and limitations because East Wharf Karachi Port has 600 metre quay length berthing two vessels of 270 metre or above. This creates operational hazards and unsafe working conditions not only for vessel and port but also for the labor staff. Now the growth of large and ultra large vessels in the container industry is also affecting the routine port operations and handling capacity of the ports as the average vessel size has increased dramatically in the past years, ranging from 276 meters to 290 meters. Therefore, the average area and length of quay need to be increased to create safe working environment, eliminate operational hazards, increase handling capacity, and modernize the ports according to the requirements.

According to the international standards, there should be at least 25 metre gap between the two vessels berthing at the same time and in the current situation, we have 600 metre quay length berthing two vessels of 270 metre or above. This creates operational hazards and unsafe working conditions not only for vessel and port but also for the labor staff. Now the growth of large and ultra large vessels in the container industry is also affecting the routine port operations and handling capacity of the ports as the average vessel size has increased dramatically in the past years, ranging from 9,400 TEUs to 18,000 TEUs. Therefore, the average area

and length of quay need to be increased to create safe working environment, eliminate operational hazards, increase handling capacity, and modernize the ports according to the requirements (Saeed, 2009).

The bulk cargo operations at Karachi Port are disturbed by container stacking and this leaves less space for bulk cargo. Giving expansion to Karachi Port will make it possible for KPT to make more revenue from less space and it will also give them the opportunity to handle more bulk cargo in the additional space vacated from of Karachi Port and for this, the bulk cargo operations handling should be separated from the routine cargo operations otherwise this creates management and handling issues and also wastes time and resources by limiting the current efficiency of Karachi Port. This will maximize the handling capacity and efficiency of Karachi Port; Karachi Port also needs modification and modernization according to the current and future requirements of its market share and growth.

The increase in the growth of international trade more space is required for the vessel accommodation and berth operation. General cargo will need to be separated from bulk cargo for the allocation of space and proper management and handling. Increment of Vessel size will influence port operations in several aspects including technical, economic, environmental, and ecological aspects. Allocation of more space will make it possible for KPT to generate more cash flow in less time. However, if proper space is not allocated soon, market share of KPT will decrease and workload will be shifted to other ports resulting in the loss of potential business. Thus, vessel size increment has been a continuous trend since the initiation of containerization and to match up with the fast-changing trends of the trade industry allocation of greater area is a promising option.

Handling of two vessels at a time creates (berthing scenario of two vessels) operational hazards for Karachi Port; this includes unsafe working conditions for the labor staff and damage threads to the containers as discussed earlier. Handling of containers will become easy with the RTGs. This is an effective method to store containers and will provide additional area that can be utilized as traffic lanes and active port terminals. This advance technological solution will enable Karachi Port to increase transshipment capability as higher storage capacity will be achieved by gantry cranes. Thus, RTGCs will increase the effective utilization of Karachi Port Space for storage, handling and traffic port operations.

Karachi Port has a number of expansion and extension projects in its

pipeline and installation of RTG stacks is one of them as RTG stacks are much more efficient than Reach stackers and can overwhelmingly increase the handling capacity of the yard by 45%. RTG stackers are also the need of time as the Karachi Port is expected to receive a sizable chunk of CPEC workload and for that it definitely needs to enhance its working capacity as soon as possible. Due to increase and quality service at Karachi Port after the installation of RTG stackers, vessel berthing and sailing charges will automatically increase for KPT and therefore will revenue of KPT. The competitors of KPT will expose it to numerous challenges along with the advantages. The solution of the basic thread lies in the advancement of technologies and allocation of more space.

CONCLUSION

With the above detailed discussion and review of the relevant literature this study postulated the certain conclusions which summarize the whole study. It is suggested that after the expansion operational space and the completion of other projects of Karachi Port, trade will be able to receive better and more efficient services at all the private container terminals. In this way, terminals will also provide time efficient services to all the trade being handled. Allocation of time efficient services will be easier for the terminals after enlargement of the area. As the expansion completes, congestion issues will automatically be streamlined. Expansion will provide private container terminals as well as Karachi Port with enough space to allocate a proper area as per requirement to all sectors represented in the figure earlier. This will create a proper flow of traffic and will make management and handling of cargo easier. Both general/routine and break-bulk cargos will be easily handled. This will also help resolving the security issues of the port.

Furthermore, CPEC Related Economic Growth require Relevant Infrastructure to Facilitate CPEC Growth and KPT is to Play Vital role, Karachi Port modernization it Equally Important to Support CPEC Growth high tech equipment and infrastructure are important for all the ports and terminals to function properly. However, investors feel pressurized and unsafe when investing in the infrastructure of the port. Ports account for transport of international trade and trade chains. Growth of trade volume demands efficient port management and investment in container terminals. On the other hand, increased vessel size has resulted in a move of power in favor of shipping companies. They exert pressure on Karachi port and its private container terminals to improve productivity and to develop new

facilities. However, investment costs for port infrastructure and facilities are extremely high. Ports and terminals were therefore privatized in order to finance the investment in ports, and to boost economic growth. Gwadar port will not be finalized in 2030 according to the governmental plans, so CPEC workload will be shifted to other private container terminals Karachi Port. Karachi port is also going to have its substantial chunk of CPEC workload but CPEC related market growth require relevant infrastructure to facilitate CPEC growth to meet market expectations.

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