EMPOWERMENT AS A SOURCE OF WOMEN'S POLITICAL ACHIEVEMENT IN LOCAL GOVERNANCE: A CASE STUDY OF MULTAN DIVISION

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ABSTRACT

Background and Objectives; Women are one half of the population in Pakistan Community and play a very sustaining role in every sphere of life but they are omitted and oppressed from the major decisions of society like politics and social concerns at broader level of community. The research study endeavors to determine socio-cultural, economic, education and political factors which are also challengeable, opportunity provider and become the source for empowering in Local Governance of Multan Division. The major purpose is to find the relationship between empowerment and women's political performance in local governance in Multan division.

Design: Prospective Cross-Sectional Study

Setting: The quantitative research approach used to demonstrate the final findings of research study. Lady councilors who elected in last local governance election of Punjab, Pakistan(2015-2019).

Participants: The random sampling used to target the Lady Councilors of Multan Division. 415 Lady Councilors as research participants selected as a sample size which adapted to (from Four Districts of Multan Division -Khanewal, Lodhra, Multan, Vehari) from 990 (Lady Councilors from Multan Division) as a universe of target population.

Tool and Analysis Method: Structured questionnaire formulated by using Likert scale. Frequency distribution analysis method adopted to orient final outcomes of study.

Conclusion: Social, political, and economic Empowerment are more associated with Women Political Participation than educational and political concerns management factors. There is a need of advance prospective cohort studies for endorsement.

Key words: Empowerment, Women Political Participation, Community, Social Concerns, Social Settings.

1.INTRODUCTION

All over the world, the concept of "empowerment" is stigmatized and relegated to important concerns (Shafiq, 2024). Empowerment holds abundant benefits for people. The development of the people depends upon the growth of economic, political, and social dependency on each other. Stigmatized groups comprise the poor, religious, ethnic, and women (Yuval, 2006). The level of empowerment will increase if the level of market-based development increases, which includes the literacy ratio of women, maternal health of women, general health, and women's interest in participation in social life. Therefore, the life expectancy of women also includes those beyond the level of women's empowerment. These are parallel indicators of the development of women's political participation (Al-Qahtani, 2020).

Women in Pakistan face a variety of social and cultural challenges when it comes to participating in grassroots governance at the political, legal, administrative, and societal levels. Therefore, in the process of women's empowering level of development at the grass root level of governance, busing thing gender organization system (GOS) approach and organization system framework (OSF) which was first proposed by Jacobson (1993) and later on proposed to be Jabeen (2010) which assumed that gender stratification, the legal framework of the system, political environment d institutional based management rules, and, social norms influence women's level of empowerment in participating democratic revenue of the government.

2. Literature Review

Following the level of empowerment found in the literature which influences women's political participation in local bodies. These are as follows;

i.   Social Empowerment as a Challengeable factor

Individual indicators are important in empowering women in any society, but social indicators are far more important in empowering women in any society. The significant role of empowering women and their social status is in the social norms of any society. Life expectancy and level of education highly affect the level of women's social empowerment (Mosan and Smith, 2003). In Oman, women are very much aware of their social rights and social duties. Women's participation in family-based decisions, financial decisions, and their freedom of social mobility enhance women's strength in empowering them socially and economically (Varghese, 2011).

ii.   Political Empowerment as an Achievement Factor

In South Asia, a huge number of social indicators influence women's political participation in local governance. The moral support of family, social consciousness, legislative matters of a country, an individual's self-development capabilities, and political structure as well as social settings enhanced the level of women's political empowerment (Sharma, 2020). The investigation of factors of the past and present social condition of a society is so challenging for the future development of women's political empowerment. In Saudi Arabia, the development of women's level of empowerment depends upon men's level of empowerment, which includes political, social, and economic empowerment. (Hassan, 2015).

iii.   Education Empowerment as an opportunity generating factor

Women's education attainment level, women's financial assets in the form of property ownership in urban areas, and electronic media are the sources of increasing the ratio of empowerment among women in Pakistan (Akram, 2018). Ignorance of women's education, lack of interest of male members towards women's social issues, and neglect attitude towards women's social and political support policies are hindered factors that discourage women from not performing their political activities. Therefore, in Pakistan, the level of empowerment of women is insubstantial due to the high risk of gender discrimination in society (Ghosh, 2015). The gender-equality-based social role stratification and their education will increase the level of women's involvement in financial activities like entrepreneurship (Kabeer, 2012).
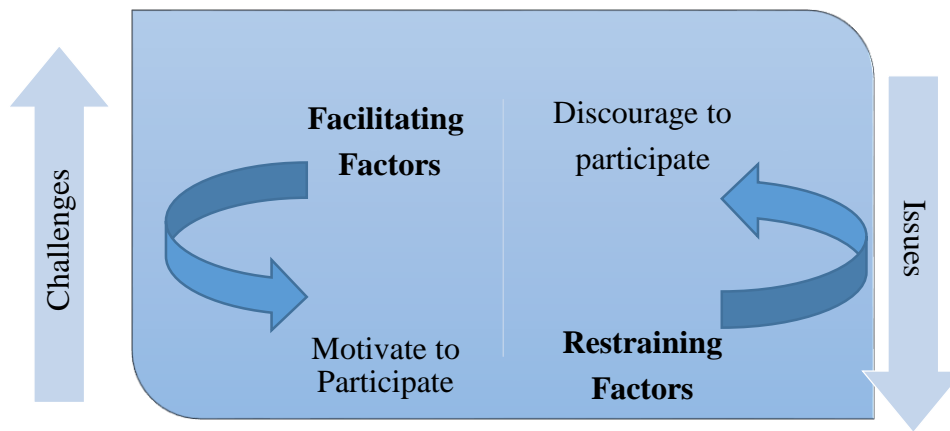
iv.   Economic Empowerment as an opportunity generating factor

Hasan (2015) investigated the factors which are the major barriers to the empowerment of women in politics. The most highlighted social factors are the lack of an implemental approach to social policies and strategies for enhancing women's political and economic roles. Personal economic empowerment includes property inheritance asserts, personal sources of income, entrepreneurship concerns, and institutional economic resources like specific budget allocation for women's development projects and social activities that can empower women financially. Women can perform their political duties more if they have economic assets and utilize these assets in election campaigns, women's rights meetings and workshops conduction, and other political activities for empowering women politically.

v.   Management Empowerment as a social achievement factor

Women's level of political participation depends upon the individual's style of political performance. Lack of personal skills for performing political tasks and lack of awareness about political affairs affect women's political participation capacity. Women should be given opportunities to improve their skills to participate in political activities (Hassan, 2015). Women's empowerment can uplift the level of the administration. This kind of administration was observed in Saudi Arabia by surveying the principles of the schools. The study found that managerial skills among females can be more refined by enhancing and improving teamwork skills, leadership tactics, and decision-making capabilities at the administrative level. A managerial skills-based training session can be created to improve individual skills for performing social and political activities (Maguire, 2018).

Figure No. 01
Reveres Proportional Process of Factors Influencing Women Political Participation

3.   Objectives of the study

The objectives of study are followings

• To determine socio-cultural, economic, education and political factors which influence women's political participation in Local Governance.

• To find out challengeable, opportunity provider sources for empowering women in Local Governance of Multan Division.

• To find the relationship between empowerment and women's political performance in local governance

• To suggest appropriate measures for empowering women socially and politically.

4.   Significance of the Study

The study identified social, cultural and economic factors for political Empowerment of women as a Source of their Political Achievement in Local Governance. The current study heighted the problems of women's in cultural based diversities of patriarchal system in South Punjab. The social settings of local governance is fundamentally in the favor of male dominancy because the decision power of political concerns are in the hands of male who performed their duties on the taking the charge of higher authorities posts in the   Local Governance Department. No a woman based political party formulated to highlight females problems either at the grass root level of governance or at the top root level of national governance. The study will help to formulate a female based social lobbing on the behalf

of male concerns to promote female's political, economic and social rights for empowering them.

5.   Research Design

a.   Universe of the Study

The study conducted in Multan District. Lady councilors of Multan District targeted for evaluating outcomes.

b.   Sample Frame

Simple Random Sampling used to target the selected sample size of 415. Simple random table used to acquire sample size. The rationale of using simple random sampling is that data is known as ata list of lady councilors provided by election commission of Pakistan.

c.   Research Tool

Structured questionnaire with Likert scale format tool formulated to collect the date from lady councilors.

d.   Data Analysis Method

Through Simple percentage and frequency distribution analysis results evaluated.

6.   Results and Discussion

In the table 1, Challengeable factors for women in political participation at the local level of governance are carried out as a majority of the lady councilors 168 (40.5%) have strongly accepted that education of women is a preferable element for their empowerment. Similarly, 193 (46.5%) strongly agreed that the services of the lady councilor are

limited to women and children rather than the whole community's concerns. 166 (40.0%) respondents also strongly agreed that committees for women in local bodies are not preferred. Most of the respondents, which is 152 (36.6%), have only agreed that views of lady councilors about lay women's issues are not valuable in meetings of local bodies. As these findings matched with the study of Taga (2012) as Women's empowerment in all domains of the social order, containing contribution in the administrative procedure and right to use of social control, is central to the accomplishment of equivalence, progress, and harmony. The problematic of sexual characteristics refinement is demonstrated far and wide on the globe, but its level and nature are diverse from one the social order to another (Taga, 2012).

Out of 415 respondents, 136 (32.8%) of lady councilors agreed that the lack of mechanisms for protection of women in the political parties oppressed women's right to take part in political activities. The majority of female councilors, 214 (51.6%), agreed that the duality of feminist and masculinity is dependent on the hierarchical fashion of socially ascribed roles between male and female. Moreover, 166 (40.0%) respondents strongly disagreed that the dependency of female members on male member's increases due to their retention in local bodies. 130 (31.3%) respondents strongly feel that men have superiority over women.

The majority of the lady councilors 142 (34.2%) replied that they strongly agreed that gender discrimination is an inherited factor in the political system due to illiterate culture. Only 193 (46.5%) of respondents agreed with the statement that gender equality in politics is a strong pillar for empowering women in politics. Similarly, a majority of the respondents only agreed that women are considered second-class citizens. Most of the respondents, which is 232 (55.9%), accepted that women's lives are based on men's wills. Respondent 184 (44.3%) strongly disagreed with the statement that women are for the home (domestic work) or for the grave. Most of the respondents (209, or 50.4%) agreed that

women are considered inferior, unwise, and incapable of leadership. 147 (41.9%) lady councilors said that Nazm and Naib nazm do not facilitate inexperienced lady councilors in carrying out their duties. Lady Councilor 187 (45.1%) accepted that male members have the least interest in highlighting and discussing women's issues.

More than half of the respondents (216, or 52.0%) said that they agreed that male party members don't highlight women's issues in election campaigns and meetings. Approximately, more than half of the respondents (263, or 63.4%) totally disagreed that male members of political parties don't allocate tickets on merit in local level governance. 192 (46.3%) respondents strongly agreed that male members impose their schedule of political meetings on female councilors. Similarly, 132 (31.8%) lady councilors replied that they strongly agreed that male members don't give value to women's interest in their party politics decisions. Respondent 181 (43.6%) agreed that men don't want to allow women to come into contact with other males. Most of the lady councilors 196 (47.2%) only agreed that men consider women's political participation and casting a threat to their dignity and power.

The results matched with findings of the studies conducted by Jacobson (1993) and Jabeen (2010) in which they narrated that women in Pakistan face a variety of social and cultural challenges when it comes to participating in grassroots governance at the political, legal, administrative, and societal levels. Therefore, in the process of women's empowering level of development at the at grass root level of governance, busing thing gender organization system (GOS) approach and organization system framework (OSF) which was first is projected by Jacobson (1993) and later on planned by Jabeen (2010) which assumed that gender stratification, legal frame work of the system, political environment d institutional based management rules, ands, social norms influence women's level of empowerment in participating democratic revenue of government.

Table 1
Frequency Analysis of Challengeable factors influence Women Political Participation

1. Education of women is preferable element for their empowerment				
Strongly agree	168	40.5%	47.5	40.5
Agree	133	32.0%	39.0	72.5
Neither agree or disagree	46	11.1%	5.8	83.6
Disagree	40	9.6%	47.5	93.3
Strongly disagree	28	6.75	39.0	100.0
2. Services of the lady councilor are limited for women and children rather than the whole community concerns				
Strongly agree	193	46.5%	46.5	46.5
Agree	164	39.5%	39.5	86.0
Neither agree or disagree	28	6.7%	6.7	92.8
Disagree	15	3.6%	3.6	96.4
Strongly disagree	15	3.6%	3.6	100.0
3. Committees for women in local bodies are not preferred				
Strongly agree	166	40.0%	40.0	40.0
Agree	143	34.5%	34.5	74.5
Neither agree or disagree	39	9.4%	9.4	83.9
Disagree	38	9.2%	9.2	93.0
Strongly disagree	29	7.0%	7.0	100.0
4. Views of lady councilors about lay women's issues are not valuable in meeting of local bodies				
Strongly agree	99	23.9%	23.9	23.9
Agree	152	36.6%	36.6	60.5
Neither agree or disagree	119	28.7%	28.7	89.2
Disagree	23	5.5%	5.5	94.7
Strongly disagree	22	5.3%	5.3	100.0
Lack of mechanisms for protection of women with in the political parties oppressed ...en not to take part in political activities				
Strongly agree	112	47.0%	47.0	47.0
Agree	136	32.8%	32.8	59.8
Neither agree or disagree	68	16.4%	16.4	76.1
Disagree	50	12.0%	12.0	88.2
Strongly disagree	49	11.8%	11.8	100.0
6. Duality of feminist and masculinity depends on hierarchical fashion of socially ascribed rolls in between male and female				
Strongly agree	120	28.9%	28.9	28.9
Agree	214	51.6%	51.6	80.5
Neither agree or disagree	47	11.3%	11.3	91.8
Disagree	19	4.6%	4.6	96.4
Strongly disagree	15	3.6%	3.6	100.0
7. Dependency of lady considers on male member increases due to their retaining in local bodies				
Strongly agree	20	4.8%	4.8	4.8
Agree	23	5.5%	5.5	10.4
Neither agree or disagree	25	6.0%	6.0	16.4
Disagree	181	43.6%	43.6	60.0

Strongly disagree	166	40.0%	40.0	100.0

8.   Males have superiority over women

Strongly agree	130	31.3%	31.3	31.3
Agree	121	29.2%	29.2	60.5
Neither agree nor disagree	68	16.4%	16.4	76.9
Disagree	54	13.0%	13.0	89.9
Strongly disagree	42	10.1%	10.1	100.0

9.   Gender discrimination is inheriting factor in political system due to illiterate culture

Strongly agree	142	34.2%	34.2	34.2
Agree	137	33.0%	33.0	67.2
Neither agree nor disagree	68	16.4%	16.4	83.6
Disagree	38	9.2%	9.2	92.8
Strongly disagree	30	7.2%	7.2	100.0

10.   Gender equality in politics is considered as a strong pillar to empower women in politics

Strongly agree	132	31.8%	31.8	31.8
Agree	193	46.5%	46.5	78.3
Neither agree nor disagree	44	10.6%	10.6	88.9
Disagree	24	5.8%	5.8	94.7
Strongly disagree	22	5.3%	5.3	100.0

11.   Women are considered as a second class citizen

Strongly agree	119	28.7%	28.7	28.7
Agree	214	51.6%	51.6	80.2
Neither agree nor disagree	39	9.4%	9.4	89.6
Disagree	23	5.5%	5.5	95.2
Strongly disagree	20	4.8%	4.8	100.0

12.   Women life based on men's wills

Strongly agree	99	23.9%	23.9	23.9
Agree	232	55.9%	55.9	79.8
Neither agree nor disagree	53	12.8%	12.8	92.5
Disagree	23	5.5%	5.5	98.1
Strongly disagree	8	1.9%	1.9	100.0

13.   Women are for home(domestic work) or for grave

Strongly agree	33	8.0%	8.0	8.0
Agree	40	9.6%	9.6	17.6
Neither agree nor disagree	69	16.6%	16.6	34.2
Disagree	184	44.3%	44.3	78.6
Strongly disagree	89	21.4%	21.4	100.0

14.   Women are considered inferior, unwise and incapable of leadership

Strongly agree	98	23.6%	23.6	23.6
Agree	209	50.4%	50.4	74.0
Neither agree nor disagree	37	8.9%	8.9	82.9
Disagree	46	11.1%	11.1	94.0
Strongly disagree	25	6.0%	6.0	100.0

15.   Nazm and Naib nazm do not facilitate inexperienced lady councilors in carry out their duties.

Strongly agree	23	5.5%	5.5	5.5
Agree	47	11.3%	11.3	16.9

Neither agree nor disagree	68	16.4%	16.4	33.3
Disagree	147	41.9%	41.9	75.2
Strongly disagree	103	24.8%	24.8	100.0

16.   Male member have least interest to highlight and discus women's issues

Strongly agree	106	25.5%	25.5	25.5
Agree	187	45.1%	45.1	70.6
Neither agree nor disagree	57	13.7%	13.7	84.3
Disagree	43	10.4%	10.4	94.7
Strongly disagree	22	5.3%	5.3	100.0

17.   Male party member don't highlight women issues in elections campaigns and meeting

Strongly agree	125	30.1%	30.1	30.1
Agree	216	52.0%	52.0	82.2
Neither agree nor disagree	33	8.0%	8.0	90.1
Disagree	21	5.1%	5.1	95.2
Strongly Disagree	20	4.8%	4.8	100.0

18.   Male member of political party don't allocate tickets on merit in local level governance

Strongly agree	12	2.9%	2.9	2.9
Agree	14	3.4%	3.4	6.3
Neither Agree nor disagree	30	7.2%	7.2	13.5
Disagree	263	63.4%	63.4	76.9
Strongly Disagree	96	23.1%	23.1	100.0

19.   Male member impose their schedule of political meetings on lady councilors

Strongly agree	192	46.3%	46.3	46.3
Agree	140	33.7%	33.7	80.0
Neither agree nor disagree	38	9.2%	9.2	89.2
Disagree	36	8.7%	8.7	97.8
Strongly disagree	9	2.2%	2.2	100.0

20.   Male members don't give worth to women's interest in their party politics decision

Strongly agree	132	31.8%	31.8	31.8
Agree	111	26.7%	26.7	58.6
Neither agree nor disagree	77	18.6%	18.6	77.1
Disagree	53	12.8%	12.8	89.9
Strongly disagree	42	10.1%	10.1	100.0

21.   Men don't want to allow women to come in contact with other males

Strongly agree	131	31.6%	31.6	31.6
Agree	181	43.6%	43.6	75.2
Neither agree nor disagree	50	12.0%	12.0	87.2
Disagree	32	7.7%	7.7	94.9
Strongly disagree	21	5.1%	5.1	100.0

22.   Men consider women political participation and casting coting threat to their dignity and power

Strongly agree	79	19.0%	19.0	19.0
Agree	196	47.2%	47.2	66.3
Neither agree nor disagree	34	8.2%	8.2	74.5
Disagree	65	15.7%	15.7	90.1
Strongly disagree	41	9.9%	9.9	100.0

In the table 2, Opportunities providing factors for women's political participation in local governance was measured, as the majority of respondents (241, or 58.1%) responded neutrally to the opportunity to exercise constitutional rights. Almost 167 (40.2%) respondents only agreed that they needed refinement of their political skills. A majority of the respondents (181 or 43.6%) strongly disagreed that they want to get rid of immoderate mindsets about women's political roles. Approximately half of the respondents (209, or 50.4%) said they do not want to spend their own money on a political career. 178 (42.9%) respondents said that they totally disagreed about the preference of gender-responsive value projects in the council budget. More than half of the female councilors (252, or 60.7%) agreed that they deserve a woman's opinion for meeting venue. 190 (45.8%) respondents strongly agreed to encourage lay women to raise their issues. About 180(43.4%) respondents accepted that there should be a need to promote women's entrepreneurial value activities.

Most of the respondents (169, or 40.7%) agreed that there should be a need to promote productive political roles. The adoption of voluntary arrangements for political rights was strongly supported by the majority of respondents (173, or 41.7%). Moreover, 174 (41.9%) respondents strongly accepted the statement to promote legislative measures to increase the number of candidates. Approximately, 211 (50.8%) lady councilors replied that there is a need to give support to access education, health, and jobs. Out of 415 total sample size, 175 (42.2%) respondents said that awareness should be provided about effective democracy. More than half of the respondents strongly agreed that there is a need for a separate polling station. A majority of the respondents 197 (47.5%) strongly accepted that women should be given a powerful position in politics. 147 (35.4%) strongly agreed that women should take an interest in local councils.

Results of these variables correlated with study conducted in the five provinces of Pakistan (Imran, 2020) in which main focus of the research were to provide opportunities for empowering themselves in politics by developing their individual political behavior towards their efficiency of political performance in tiers of governance.

The results showed that chances of empowering women in political career never deny because the field of politics also provide chances and opportunities to polish women political skills. In Oman, women are very much aware of their social rights and social duties. Women's participation in family-based decisions, financial decisions, and their freedom of social mobility enhance women's strength in empowering them socially and economically (Varghese, 2011).

Table 2
Frequency Analysis of Opportunities providing factors influence Women Political Participation

Opportunities providing factors

1.   Chance to avail constitutional rights

Strongly Agree	30	7.2%	7.2	7.2
Agree	107	25.8%	25.8	33.0
Neutral	241	58.1%	58.1	91.1
Disagree	19	4.6%	4.6	95.7
Strongly disagree	18	4.3%	4.3	100

2.   Refinement of political skills

Strongly Agree	162	39.0%	39.0	39.0
Agree	167	40.2%	40.2	79.3
Neutral	57	13.7%	13.7	93.0
Disagree	15	3.6%	3.6	96.6
Strongly disagree	14	3.4%	3.4	100

3.   Get rid of immoderate mindset about women political role

Strongly Agree	42	10.1%	10.1	10.1
Agree	44	10.6%	10.6	20.7
Neutral	48	11.6%	11.6	32.3
Disagree	181	43.6%	43.6	75.9

Strongly disagree	100	24.1%	24.1	100

4.   Spend their own economic resources for their political career

Strongly Agree	20	4.8%	4.8	4.8
Agree	30	7.2%	7.2	12.0
Neutral	45	10.8%	10.8	22.9
Disagree	209	50.4%	50.4	73.3
Strongly disagree	111	26.7%	26.7	100

5.   Preference of gender responsive value projects in council budget

Strongly Agree	11	2.7%	2.7	2.7
Agree	12	2.9%	2.9	5.5
Neutral	53	12.8%	12.8	18.3
Disagree	161	38.8%	38.8	57.1
Strongly disagree	178	42.9%	42.9	100

6.   Worth of women's opinion for meeting venue

Strongly Agree	88	21.2%	21.2	21.2
Agree	252	60.7%	60.7	81.9
Neutral	46	11.1%	11.1	93.0
Disagree	12	2.9%	2.9	95.9
Strongly disagree	17	4.1%	4.1	100

7.   Encourage lay women to raise their issues

Strongly Agree	190	45.8%	45.8	45.8
Agree	158	38.1%	38.1	83.9
Neutral	30	7.2%	7.2	91.1
Disagree	16	3.9%	3.9	94.9
Strongly disagree	21	5.1%	5.1	100

8.   Promote women entrepreneur value activities

Strongly Agree	138	33.3%	33.3	33.3
Agree	180	43.4%	43.4	76.6
Neutral	51	12.3%	12.3	88.9
Disagree	20	4.8%	4.8	93.7
Strongly disagree	26	6.3%	6.3	100

9.   Promoting productive political roles

Strongly Agree	152	36.6%	36.6	36.6
Agree	169	40.7%	40.7	77.3
Neutral	39	9.4%	9.4	86.7
Disagree	29	7.0%	7.0	93.7
Strongly disagree	26	6.3%	6.3	100

10.   Adoption of voluntarily arrangements for political rights

Strongly Agree	173	41.7%	41.7	41.7
Agree	126	30.4%	30.4	72.0
Neutral	49	11.8%	11.8	83.9
Disagree	36	8.7%	8.7	92.5
Strongly disagree	31	7.5%	7.5	100

11.   Promote legislative measures to increase number of candidates

Strongly Agree	174	41.9%	41.9	41.9
Agree	128	30.8%	30.8	72.8
Neutral	56	13.5%	13.5	86.3
Disagree	29	7.0%	7.0	93.3
Strongly disagree	28	6.7%	6.7	100

12.	Support to access education, health and job			
Strongly Agree	211	50.8%	50.8	50.8
Agree	117	28.2%	28.2	79.0
Neutral	38	9.2%	9.2	88.2
Disagree	26	6.3%	6.3	94.5
Strongly disagree	23	5.5%	5.5	100
13.	Awareness about effective democracy			
Strongly Agree	162	39.0%	39.0	39.0
Agree	175	42.2%	42.2	81.2
Neutral	43	10.4%	10.4	91.6
Disagree	19	4.6%	4.6	96.1
Strongly disagree	16	3.9%	3.9	100
14.	Separate polling station			
Strongly Agree	236	56.9%	56.9	56.9
Agree	87	21.0%	21.0	77.8
Neutral	39	9.4%	9.4	87.2
Disagree	29	7.0%	7.0	94.2
Strongly disagree	24	5.8%	5.8	100
15.	Powerful position in politics for women			
Strongly Agree	197	47.5%	47.5	47.5
Agree	168	40.5%	40.5	88.0
Neutral	29	7.0%	7.0	94.9
Disagree	11	2.7%	2.7	97.6
Strongly disagree	10	2.4%	2.4	100
16.	Women interest in local councils			
Strongly Agree	147	35.4%	35.4	35.4
Agree	136	32.8%	32.8	68.2
Neutral	59	14.2%	14.2	82.4
Disagree	40	9.6%	9.6	92.0
Strongly disagree	33	8.0%	8.0	100

In the table 3, Achievement providing indicators which influence women's empowerment as an achievement were carried out as; out of the total sample size of 415, 198 (47.7%) respondents strongly feel that women's active (continuity) political participation influences their empowerment politics. Result of this variable correlated with the study conducted in Southern Punjab in which Political Autonomy is one of the major indicator for empowering women in politics (Chaudhry, 2009).

A majority of the respondents 199 (48.0%) strongly accepted that promoting women's right wings at local level encourages women to participate in politics. Only about 197 (47.5%) lady councilors agreed that a joint initiative between the government and women for their welfare would improve their political standing in local bodies. Similarly, 190 (45.8%) respondents only agreed with the statement that awareness campaigns about the interpretation of

legal and constitutive policies improve women's mindset to participate in politics.

More than half of the respondents (214, or 51.6%) replied that the specific ratio of funds and budget allocation for women in local bodies improves their empowerment level in politics. Most of the respondents (46.3%) strongly agreed that coordination with the election commission for women's registration of votes influences their empowerment. 199 (48.0%) respondents accepted that awareness about the aims of applying NICs and FCR compulsory parts to empower women socially and politically. Respondents 195 (47.0%) agreed that awareness about the aims of applying NICs and FCR enhances the level of women's empowerment.

Moreover, 198 (47.7%) respondents feel that awareness about the aims of applying NICs and FCR enhances the level of women's empowerment and 197 (47.5%) lady councilors agreed that government

commitment towards creating a conductive environment for the inclusion of women in politics and decision-making implements gender politics. 206 (49.6%) believe that women's political participation is influenced by their opinions on important family matters. A majority of the respondents (201, 48.4%) strongly accepted that facilitation provided to women for the training and seminars arranged by women's right institutions enhances their political skills.

Similarly, 197 (47.5%) respondents firmly believe that the arrangement of platforms at local government level to highlight their issues and rights for their empowerment influences women's behavior towards politics. 186 (44.8%) respondents out of the total sample size of 415 strongly agreed that the facility of a separate polling station for casting votes promotes women to get citizen rights. Lady Councilor 203 (48.9%) accepted that a strong social capital in politics influences the performance of women in local-level governance. Respondents 190 (45.8%) agreed that social capital appreciation in peer groups promotes women socially. The majority of the lady councilors, 179 (43.1%), agreed that promoting gender equity in a political setting

empowers women, and 196 (47.2%) agreed that the freedom to express women's views on an equal basis encourages them to participate in meetings, workshops, and training, as well as committee membership.

Results of these variables correlated with study conducted in the five provinces of Pakistan (Imran, 2020) in which main focus of the research were political pathways for women's political success. Eradication of gender disparity and gender based societal setting gaps could increase the efficiency of women's political interest and their performance in politics. There is a need of amendments in systematic political policies for empowering women in all sphere of life.

The results of achieving leading factors indicated and correlated with the findings of the study conducted in Saudi Arabia. The investigation of factors of the past and present social condition of a society is so challengeable for the future development of women's political empowerment. In Saudi Arabia, the development of women's level of empowerment depends upon the men's level of empowerment, which includes political, social, and economic empowerment. (Hassan, 2015).

Table 3
Frequency Analysis of Achievement Leading factors to access Empowerment

Indicators of women's empowerment as achievement				
1.　Women active (continuity) political participation influences their empowerment politics.				
Strongly Agree	198	47.7%	47.7	47.7
Agree	103	24.8%	24.8	72.5
Neutral	66	15.9%	15.9	88.4
Disagree	27	6.5%	6.5	94.9
Strongly disagree	20	5.1%	5.1	100.0
2.　Promoting women right wings at local level encourage women to participate in politics.				
Strongly Agree	199	48.0%	48.0	48.0
Agree	75	18.1%	18.1	66.0
Neutral	57	13.7%	13.7	79.8
Disagree	45	10.8%	10.8	90.6
Strongly disagree	39	9.4%	9.4	100.0
3.　Initiative to create an adjunction between government and women for their welfare improve their political status in local bodies				
Strongly Agree	102	24.6%	24.6	24.6
Agree	197	47.5%	47.5	72.0
Neutral	34	8.2%	8.2	80.2
Disagree	38	9.2%	9.2	89.4
Strongly disagree	44	10.6%	10.6	100.0

4.	Awareness campaigns about interpretation of constitute and legal policies awareness improve women mindset to participate in politics			
Strongly Agree	145	34.9%	34.9	34.9
Agree	190	45.8%	45.8	80.7
Neutral	33	8.0%	8.0	88.7
Disagree	27	6.5%	6.5	95.2
Strongly disagree	20	4.8%	4.8	100.0
5.	Specific ratio of funds and budget allocation for women in local bodies improve their empowerment level in politics.			
Strongly Agree	214	51.6%	51.6	51.6
Agree	100	24.1%	24.1	75.7
Neutral	32	7.7%	7.7	83.4
Disagree	40	9.6%	9.6	93.0
Strongly disagree	29	7.0%	7.0	100.0
6.	Coordination with election commission for women registration of votes influence for their empowerment.			
Strongly Agree	192	46.3%	46.3	46.3
Agree	97	23.4%	23.4	69.6
Neutral	56	13.5%	13.5	83.1
Disagree	35	8.4%	8.4	91.6
Strongly disagree	15	8.4%	8.4	100.0
7.	Awareness about the aims of applying NICs, and FCR compulsory part to empower women socially and politically.			
Strongly Agree	112	27.0%	27.0	27.0
Agree	199	48.0%	48.0	74.9
Neutral	45	10.8%	10.8	85.8
Disagree	31	7.5%	7.5	93.3
Strongly disagree	28	6.7%	6.7	100.0
8.	Awareness about the aims of applying NICs and FCR enhance the level of women empowerment.			
Strongly Agree	134	32.3%	32.3	32.3
Agree	195	47.0%	47.0	79.3
Neutral	39	9.4%	9.4	88.7
Disagree	27	6.5%	6.5	95.2
Strongly disagree	20	4.8%	4.8	100.0
9.	Awareness about tickets on merit and casting the vote improve the level of women empowerment in politics.			
Strongly Agree	106	25.5%	25.5	25.5
Agree	198	47.7%	47.7	73.3
Neutral	52	12.5%	12.5	85.8
Disagree	31	7.5%	7.5	93.3
Strongly disagree	29	6.7%	6.7	100.0
10.	Government commitment towards creating a conductive environment for inclusion of women in politics and decision making implements of gender politics.			
Strongly Agree	132	31.8%	31.8	31.8
Agree	197	47.5%	47.5	79.3
Neutral	43	10.4%	10.4	89.6
Disagree	22	5.3%	5.3	94.9
Strongly disagree	21	5.1%	5.1	100

11.   Opinions in decision in important family matters influence women efficiency of participation in politics.

Strongly Agree	206	49.6%	49.6	49.6
Agree	100	24.1%	24.1	73.7
Neutral	49	11.8%	11.8	85.5
Disagree	31	7.5%	7.5	93.0
Strongly disagree	29	7.0%	7.0	100

12.   Facilitation provide to women for the training and seminars arranged by women's right institution enhance their political skills.

Strongly Agree	201	48.4%	48.4	48.4
Agree	98	23.6%	23.6	72.0
Neutral	56	13.5%	13.5	85.5
Disagree	29	7.0%	7.0	92.5
Strongly disagree	26	7.5%	7.5	100

13.   Arrangement of platform at local government level to highlight their issue and rights for their empowerment influence women behavior towards politics.

Strongly Agree	197	47.5%	47.5	47.5
Agree	91	21.9%	21.9	69.4
Neutral	34	8.2%	8.2	77.6
Disagree	42	10.1%	10.1	87.7
Strongly disagree	51	12.3%	12.3	100

14.   Facility of separate polling station for casting vote promotes women to get the citizen rights.

Strongly Agree	186	44.8%	44.8	44.8
Agree	177	42.7%	42.7	87.5
Neutral	22	5.3%	5.3	92.8
Disagree	15	3.6%	3.6	96.4
Strongly disagree	15	3.6%	3.6	100

15.   A strong social capital in politics influences the performance of the women in local-level governance

Strongly Agree	129	31.1%	31.1	31.1
Agree	203	48.9%	48.9	80.0
Neutral	23	5.5%	5.5	85.5
Disagree	26	6.3%	6.3	91.8
Strongly disagree	34	8.2%	8.2	100

16.   Appreciation of social capital in peer group promote encourage women socially.

Strongly Agree	116	28.0%	28.0	28.0
Agree	190	45.8%	45.8	73.7
Neutral	29	7.0%	7.0	80.7
Disagree	38	9.2%	9.2	89.9
Strongly disagree	42	10.1%	10.1	100

17.   Promoting gender equity based a political setting empower women

Strongly Agree	121	29.2%	29.2	29.2
Agree	179	43.1%	43.1	72.3
Neutral	31	7.5%	7.5	79.8
Disagree	56	13.5%	13.5	93.3
Strongly disagree	28	6.7%	6.7	100

18. For their social issues and rights, the freedom of expressing women's view on equal based encourages them to participate in meetings, workshops and training as well as committee membership				
Strongly Agree	102	24.6%	24.6	24.6
Agree	196	47.2%	47.2	71.8
Neutral	57	13.7%	13.7	85.5
Disagree	33	8.0%	8.0	93.5
Strongly disagree	27	6.5%	6.5	100

In the table 4, Accessing resources indicators of empowerment were evaluated as; majority of respondents, 129 (31.1%) disagreed about political access (collaboration of male political party members) of lady councilors on political services for empowering themselves at the council level and utilizing them. The study conducted in Interior Sindh (Samo, 2019) also matched with current study results as Political services in which financial support, moral support from family and peer group, chances of availing political opportunities (Conduction and attending meetings, international and national level workshops) limited for male political members (Political Party members and male councilors). Reasons of social and political preferences elaborated in the study of Attock (Punjab Province) and Mardan (Khyber Pakhtunkhwa) which included Orthodox mindsets, male dominancy in politics, strong cultural traits and considered women as a second citizen of the region (Khatak, 2020)

Meanwhile in the table 4.9, 213 (51.3%) respondents disagreed with the statement that lady councilors have political access (cooperation of male political party members) to political services for empowering themselves at council level and utilizing them according to their choice. A study conducted in Central Asia (Khalid, 2014) in which the researcher discussed main reason of lack of accessing political services is male member's least interest and concerned about women's political rights and their political role in local governance.

Therefore, Out of the total sample size of 415, 197 (47.5%) respondents accepted that lady councilors have social access (support of peer group) for taking initiatives to create an adjunction with local governance and utilize them by their own choice. The results matched with studies conducted in Lahore, Upper Punjab, Pakistan (Khalid, 2014) in which social based initiatives never possible without moral support of peer group for women's political

enhancement in local governance. It also included systematic factors is also played a major role in social accessibility of taking political based initiatives for women political rights. The separate electorate contest for women in election as well as casting their votes.

Most of the respondents (182 (43.9%) disagreed with the statement that lady councilors have financial access to utilize specific budgets at council level on women's development projects in a community for empowering themselves and other lay women economically. The results matched with the study conducted in upper-class Asian women in which financially dependency of women on their guardian is very common in Asia for supporting them in performing their political activities in local governance level (Kazuki, 2008).

Out of 415, 211 (50.8%) respondents disagreed that lady councilors have access to educate themselves about women's political and social rights and utilize these rights for their social and political empowerment. The results matched with the study conducted in South Punjab in which the index family power of decision play a major role in educating women. Because women political empowerment directly influence by education attainment level (Chaudhry, 2009).

Similarly, 192 (46.3%) respondents disagreed that lady councilors have the power to take any decision at party as well as council level and are treated equally in local bodies, and 173 (39.0%) respondents also disagreed that women have the power to take any decision about family concerns and are treated equally in a society. The result matched with study conducted in Lahore, Upper Punjab, Pakistan (Khalid, 2014) in which a minor representation of women in local governance and their dependency on male members in decision making are major barriers in their political career.

Table 4
Frequency Analysis of Accessing Resources for Lady Councilor's Political Strength

1. Lady councilors have political access (Cooperation of male political party members) on political services for empowering themselves at council level and utilize them by their choice.

Strongly Agree	68	16.4%	16.4	16.4
Agree	78	18.8%	18.8	35.2
Neutral	46	11.1%	11.1	46.3
Disagree	129	31.1%	31.1	77.3
Strongly disagree	94	22.7%	22.7	100.0

2. Lady councilors have legal access on promoting women right wings (National Identity card, Family Registration Certificate-FRC, Registration of vote, Casting vote, separate casting voting station/ contest for ticket as a candidate) for educating them at council level and utilize them by their own choice.

Strongly Agree	40	9.6%	9.6	9.6
Agree	46	11.1%	11.1	20.7
Neutral	39	9.4%	9.4	30.1
Disagree	213	51.3%	51.3	81.4
Strongly disagree	77	18.6%	18.6	100/0

3. Lady councilors have social access (Support of peer group) for taking initiatives to create an adjunction with Local Governance and utilize them by their own choice.

Strongly Agree	83	20.0%	20.0	20.0
Agree	197	47.5%	47.5	67.5
Neutral	56	13.5%	13.5	81.0
Disagree	39	9.4%	9.4	90.4
Strongly disagree	40	9.6%	9.6	100.0

4. Lady councilors have financial access to utilize specific budget at council level on women development projects in a community for empowering themselves and lay women economically.

Strongly Agree	49	11.8%	11.8	11.8
Agree	52	12.5%	12.5	24.3
Neutral	21	5.1%	5.1	29.4
Disagree	182	43.9%	43.9	73.3
Strongly disagree	111	26.7%	26.7	100.0

5. Lady councilors have access to educate themselves about women political and social rights and utilize these rights for their social and political empowerment.

Strongly Agree	28	6.7%	6.7	6.7
Agree	32	7.7%	7.7	14.5
Neutral	19	4.6%	4.6	19.0
Disagree	211	50.8%	50.8	69.9
Strongly disagree	125	30.1%	30.1	100.0

6. Lady councilors have power to take any decision in party as well as council level and treated equally in local bodies.

Strongly Agree	33	8.0%	8.0	8.0
Agree	40	9.6%	9.6	17.6
Neutral	36	8.7%	8.7	26.3
Disagree	192	46.3%	46.3	72.5
Strongly disagree	114	27.5%	27.5	100.0

7. **Women have power to take any decision about family concerns and treated equally in a society.**				
Strongly Agree	26	6.3%	6.3	6.3
Agree	37	8.9%	8.9	15.2
Neutral	78	7.2%	7.2	22.4
Disagree	173	39.0%	39.0	61.4
Strongly Disagree	101	38.6%	38.6	100.0

7.   Summary and Conclusion

The main unit of society, 'family' in the peer group, played a very important role in weakening women's position in politics at local government level. The support of a peer group is actually substantial for women's social mobility in performing their political duties. Women's social, economic, and political dependence on male family members, as well as male council members, discourages them from participating in political activities.

The study concluded that there is a need to encourage women to participate in political activities and supportive social behavior of family members as well as male council fellows towards them for taking decisions not only for themselves as lady councilors but for lay women's right promotion too. Furthermore, the study discovered that the male decision power is actually dependent on the political structural setting and gender-based social stratification performing role. Women's active political participation is rarely acceptable in a society. They face more problems in backward areas, in which the patriarchal social system is stronger than in developed areas of a society.

The education level among women is very low. That's why women don't know about their basic political as well as citizen rights. The policies adopted right now also disparage women's interest in politics. Even though their opinions in meetings, workshops, and trainings are mostly ignored and remain pending without any authentic reason. It is not encouraged to promote women's social, political, educational, health, and management issues through proper women's member lobbing. They are not even supported financially for election campaigns. The proper budget allocation ratio for women and their related development projects is not yet decided. The proper siting arrangement as an office at council level is yet to be planned. Women's are adjusted in the male administration block by giving them a corner space in a hall room.

It was concluded that women's role in local bodies must be promoted by sensitizing them about their social as well as political rights. They have to be aware of their strength in politics and access their role to utilize their services in society as lady councilors. They have to raise their voice against the illegal utilization of their financial shares in local bodies. There is a need to uplift their voice about the discriminating behavior of male members in politics and their least concerning agendas for women's development projects at the local level. Thus, at the individual level of individual empowerment, the role of academic, economic, and management influences women's political participation, while at the community and institutional level, political and social empowerment, which is considered as a collective empowerment, influences women personal political behaviors in performing political activities in local bodies.

8.   Recommendation

a.   The qualitative research approach would be used to conduct present study for exploratory and explanatory domain of research.

b.   Regional based Comparison of upper Punjab and lower Punjab would conduct to find out more appropriate ontology and epistemology of the Women Political Participation in local level of governance.

c.   Advanced statistical modules would use to find out reliability and validity of the findings of Empowerment as a source of women political achievement.

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