

SOCIO-ECONOMIC DETERMINANTS OF HOME BASED AND OUTDOOR WOMEN WORKERS IN PAKISTAN

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ABSTRACT

This paper analyzes the influence of socio-economic factors on women's decision to participate in economic activities as home based or outdoor worker. For empirical analysis, cross-sectional data is collected from 1227 working women from Multan Division, Pakistan. The binary logistic regression model is used and results concluded that the probability of opting home based work decreases with an additional year of education. Various factors such as; age, presence of disease, head of household, household size, children under age 5 years, domestic responsibilities, restrictions to achieve education, self-employment, work less than 35 hours per week, worker satisfaction, ownership of assets, and distance from home to district headquarter are positively related with women participation decision to be home based worker. While factors like; number of dependents, children aged 5-15 years, outside work permission, working as employee, work more than 34 hours per week, cooperative attitude, labor laws, urban location, and joint family setup have negatively influenced the women decision to work from home. The results suggest that human capital should be on top priority by allotting extra resources for education, health and vocational trainings to improve the decent work opportunities for home-based workers for the development of Pakistan.

Keywords: women participation, human capital, home based worker, outdoor worker

1 INTRODUCTION

Economic participation of women is a much debatable subject among economists and researchers. Female labor force participation (FLFP) significantly contributes in socio-economic development of any country (Edirisinghe, 2016). Women being half of the Pakistan's population can play vital role in development of the country and it is crucial to analyze their role in economy. Pakistan has the largest labor force and manpower in the world. The total number of Pakistan's labor force is 68.75 million in 2018-2019 which increases to 71.76 million in 2020-2021 (Pakistan Labor Force Survey, 2020-2021).

Labor force is considered as a key factor and an asset for economic growth through the channel of improved productivity. Women in Pakistan's labor force play different tasks such as, motherhood, wife in the household as well as income earner and also seen as contributing in the formal and informal

sector. Most of the women activities are carried out in the informal sector. Informal work is more convenient for some women workers because there are no restrictions on employer and workers and they are free to choose their work according to their own will. With the growing decentralized production processes and globalization, work from home appeared as a considerable component of informal economy (Hassan & Azman, 2014).

The term home based worker has different empirical concept. In Asia, it is defined as the range of people, mostly women, who work from home irrespective of their exact conditions of work while in developed countries, it is defined as "piece-rate" workers who get work through middleman (Cunningham & Gomez 2004). According to the International Labor Organization (2002), home-based workers are those who carry out remunerative work inside their homes or in their neighborhoods

within informal or unorganized sector. Generally home-based workers are categorized as self-employed (own-account worker), who work on their own or in family enterprises, buy their own raw materials, and sell their own finished goods, mainly to local customers and buyers; subcontracted (industrial outworkers or piece-rate worker), who work for others sourced from subcontractor, agent or middlemen typically on a piece-rate basis because they do not buy their own raw materials or sell their own finished goods. Almost all home-based workers whether self-employed or subcontracted earn very low piece rate wages that vary according to gender, age, marital status, location, work sector and many other variables (Chen, 2014).

The main reason to be a home-based worker is to have flexible and balanced life-work (Wynarczyk & Graham, 2013). Hassan and Farooq (2015) found that 83.8 % women feel comfortable with work from home as they discharge their domestic chores and child care responsibilities and mainly, they are not allowed to work outdoor. It is reported that more than 100 million workers worked from home around the world, above half a million working in South Asia, and majority of them (80%) are women workers (HomeNet Pakistan, 2005). Their number is rapidly increasing due to numerous elements including the change in economic trends from formal economy to informal one, lack of opportunities in formal sector, escalated prices of the basic necessities of life, poverty, unemployment, social constraints, cultural norms and growing practice of outsourcing (Punjab Home-Based Workers Survey, 2016).

After the Insight of aforesaid observations, the aim of present study is to investigate how various socio-economic and demographic variables affect the women decision to participate in home-based or outdoor work. The study highlights the problems of home-based workers and also propose recommendations to improve their living standards and healthier utilization of their resources for the economic development of Pakistan.

2 Literature Review

Edwards and Hendrey (2002) explored the factors of home-based work and participation decision of women in labor market. The study concluded that it is attractive for women to work from home if the fixed costs of home-based work (being married, having children under age 6, disabled, and belongs to

rural areas) is lower than the fixed costs of on-site work. In a survey-based study (Nazly et al., 2004) estimated that more than half (58.7 percent) of home-based women workers are uneducated however they are familiar with exploitation by the middleman while 10 percent are unaware of their exploitation.

Unni and Rani (2005) found that in the scheduled castes, the participation of women, both inside and outside the home, is higher as expected while the participation of Muslim women is low for both who work at home and outside the home. The probability of a Muslim woman to participate in work outside the home is significantly lower than to participate in home-based work. The difference is not significant for the scheduled castes where women tend to work equally outside or inside the home. In another study, Uma and Unni (2009) argued that female home based work increases due to rise in unit cost of labor. According to Hiralal (2010) most of the women in South Africa aged 20-29 years are involved in home-based work when they complete high school as they are mostly single parent, unmarried and living with unemployed parents. Moreover, women in the age group of 20-35 years attain 12 years of schooling but are unable to get tertiary education due to economic hardships and poverty.

Shah et al., (2019) investigated the socio-economic problems of working women both indoor and outdoor in Pakistan. It is concluded that the coefficient of education level, education of husband, work satisfaction, get work, their attitude, harassment, and burden are statistically significant. More educated workers mostly work outside the home while uneducated workers do work at home as shown by positive coefficient of education. The coefficient of husband education and type of labor are negatively related. Moreover, women doing home based work in Pakistan are more satisfied from their work but they earn significantly less than those women who work outdoor. Moreover, outdoor women workers get work opportunities easily.

Meidika et al., (2019) investigated the factors that influence the decision of married women to be a home-based worker in Indonesia. The findings of the study concluded that as education level improves, the likelihood of married females having internet access to participate in home-based work increases in first model while in second model with no internet access married females has a better opportunity to do home-based work. The study also found that married

women in age group of 15-24 and 25-39, having children less than age 5 years, employed head of household, employed as sales and service worker, work training experience, and self-employed on industry sector, participate more in home-based work in both models.

Kumar and Mishra (2019) examined the factors which affect the worker's participation in home based work in India. It is found that workers preferred to work from home once the loss in joint household production of working outside the home is high. The increase in age and level of education decreases the likelihood of workers to participate in home-based work while women who belong to scheduled caste and tribe have greater probability to engage in home-based work in comparison to outdoor work and out of labor force in 1999-2000 however the effect is negative in 2010-2011. The study showed that self-employed women participate more in home-based work because strict social and cultural norms limit them to work from home. Moreover, Muslim females do participate more in home-based work opposite to non-Muslim.

Shahid, et al. (2020) analyzed the socio-economic profile of home-based women workers working in shoe making industry in Lahore. The study concluded that most of the respondents are illiterate and have no knowledge about existing organization working for home-based workers. A vast majority of women (93.0 percent) is working as piece rate workers with 1-5 years of work experience (39.5 percent), while 31.0 percent women are working for more than 11 years. Mostly women (90.9 percent) are found to start their work before marriages to increase the household income (59.7 percent) and 84.5 percent get training for work. The study also found that respondents are receiving very low wages as more than half of women (55.0 percent) were receiving only Rs. 1500-5400 as total familial income per month while they are working 6-8 hours per day and most of them are satisfied with their work.

Although different aspects of home based and outdoor women workers have been examined and reported. But there is a gap in literature since only few studies looked into home-based women workers particularly, with social and economic perspectives in Pakistan in a detailed empirical manner. To the best of the analytical outlook of the literature, this study is pivotal to empirically investigate the determinants of home-based and outdoor women

workers specifically in Multan Division. This study further adds by explaining the current issues and problems of these home based women workers as well as their working conditions in Multan Division.

3 Data Sources and Methodology

3.1 Data Source

For the analysis, the cross-sectional data is collected from Multan Division, which is based on mixed rural and urban blend. The target population included working women both home based and outdoor aged 15 years and above. A sample of 1227 working women was considered for analysis. The purposive sampling technique is used as the researcher depends on her own judgment while choosing the members of population to take part in the current study. Required information from the respondent is obtained through questionnaire and it is consisted of questions which were based on multiple choices and open ended. Apart from getting the information required through the questionnaires specific interviews were also conducted in their homes and at the place of their work.

3.2 Methodology

For the estimation of the women participation in home-based or outdoor work the binary logistic regression analysis is applied. The dependent variable (PDW) has two categories '0' and '1' where 1 indicates "home-based worker" while 0 shows the "outdoor workers". To analyze the binary response variable Logit model is used, as it appears in the form of normal cumulative distribution function (Berndt, 1990; Gujarati, 1995; & Greene, 1992).

Consider a model assuming the cumulative probability density function:

$$p = \frac{1}{1 + e^{(-\beta X_i)}}$$

where 'P' indicates probability of women to participate in home-based work or outdoor work which takes the values '0' and '1', β is the row vector of the parameters and " X_i " is the column vector of the variables and 'e' be the exponential term.

Following regression equation has been easily derived from the logistic probability equation:

$$\ln(\text{odds}) = \ln \left[\frac{p}{1-p} \right] = Y_i \\ = \beta_0 + \beta_1 X_1 + \dots + \beta_n X_n$$

This equation represents the Logit model. Here, odds refer to the odds of Y_i being equal to 1.

observed that mean distance from home to district headquarter is 41.5 for HBW and 32.1 for ODW.

Table 1: Descriptive Statistics for Home Based and Outdoor Workers

Variables	Home Based Worker		Outdoor Worker	
	Mean	Standard Deviation	Mean	Standard Deviation
EDU	3.932	4.310	9.745	6.319
DISE	0.426	0.495	0.225	0.418
EDM	1.028	2.432	4.288	4.725
EDF	3.469	4.213	8.062	5.338
EDH	3.823	4.830	6.590	6.819
HOH	0.194	0.396	0.159	0.366
HHSZ	6.380	1.925	6.104	2.040
NCH	1.853	1.762	1.566	1.657
NDP	2.532	1.226	2.829	1.586
DOMR	0.538	0.502	0.509	0.506
ASST	0.457	0.498	0.488	0.500
REDU	0.561	0.496	0.170	0.376
OWP	0.199	0.399	0.574	0.494
SLF	0.441	0.496	0.169	0.375
EMP	0.429	0.495	0.748	0.434
CAU	0.128	0.334	0.082	0.274
HRW	36.51	7.197	40.99	6.454
GWRK	0.378	0.485	0.330	0.470
COPA	0.655	0.475	0.774	0.418
WRKS	0.700	0.458	0.669	0.470
FEI	16403.5	7348.53	27393.5	22711.9
LBL	0.400	0.490	0.548	0.498
AGE	37.76	10.50	36.58	9.799
MRS	0.607	0.498	0.582	0.493
FSP	0.515	0.529	0.585	0.493
DIST	41.58	27.49	32.21	25.75

Source: Calculated results are based on survey data.

5 Results and Discussion

Logit estimates of model 1 are presented in Table 2. The level of significance determined at 1 percent, 5 percent, and 10 percent, respectively. The intercept term indicates the average effect of all other omitted variables on the dependent variable. The value of Mc Fadden R^2 is 0.30 which illustrates that the explanatory variables explained 30 percent variation in women participation decision to be home based worker. Unavoidably, numerous unknown factors influence the dependent variable no matter how carefully one has selected the potential explanatory variables. Most variable except AGEII (25-34years), AGEIV (35-44 years), AGEV (45-54 years), children aged 5-15 year, domestic responsibilities, ownership

of assets, marital status, family setup, and distance are statistically significant predictors for women choosing home based work.

Human capital includes education, experience, training, health, and other professional initiatives that increase the level of knowledge, skills and abilities of workers. Women level of education is an important factor that effect the participation decision of women to be home-based or outdoor worker. The coefficient of education (EDU) is negative and significant which illustrates that the probability of opting the home-based work decreases by 0.07 units with an additional year of education. Educated workers are more probably to work outdoor, because it enhances the better job opportunities for women to work in the labor market and income generating activities outside the home and also the higher opportunity cost of staying at home. This supports the findings of Edwards and Hendrey (2002), Cunningham and Gomez (2004), Kumar and Mishra (2019), Meidika et al., (2019) and Shah et al., (2019). The coefficient of presence of disease (DISE) is positive and significant at 1 percent. This implies that the prospect of women participation in home-based work increases with the presence of disease. Healthy females are more likely to work outside the home. To investigate the influence of education level among women’s closed relatives (mother, father, and husband), the study concluded that mother, father and husband level of education has negatively and significantly effect the women participation decision. Participation of women in outdoor work increases with education level of their close relatives, possibly due to fewer social constraints and women’s desire to provide better life to their children.

Head of household is an individual who is responsible for providing most of the family needs and who is familiar with all the activities and occupations of the household The woman as head of household (HOH) and home-based work are positively related. The probability of woman to be home based worker significantly increases by 0.53 units with each additional woman as head of household. Being head of household, home-based work is an attractive decision for women due to their added responsibility of household in meeting basic family needs, care for children and elders. The household size (HHSZ) is positively related with decision of women to participate in home based work and the result is statistically significant. In large family size, there are more mouths to be fed so

women participate more in economic activity to support the family economically. Moreover, large family size involves greater household responsibilities, and women have less time to work outdoor so work from home is suitable to take up. The negative and significant coefficient of number of dependents (NDP) has been found. One additional dependent in household decreases the likelihood of women to be home-based worker by 0.24 units. Women who live in households with a large number of dependents, face greater economic pressure which compels them to work outdoor.

The participation of married females is influenced by number of children. Two dummies for number of children are incorporated in model i.e. CHAI and CHAII while the third is taken as base category (CHAIII). The positive and significant coefficient of CHAI implies that the probability to work from home is significantly more when small children are there at home. This may be due to their added responsibility of household maintenance and care for children. The similar findings are presented by Edward and Hendrey (2002), Cunningham and Gomez (2004), Chalmers (2008) and Meidika et al., (2019). While the coefficient of CHAII is insignificant implies that women with children aged 5-15 years do not significantly affect her participation decision as home based or outdoor worker, since children of this age bracket are likely to survive at their own in a casual absence of woman.

Domestic responsibility influences the women's decision to work inside or outside the home. In the present study the coefficient of domestic responsibly (DOMR) is insignificant, indicate that it is less important in influencing the decision of women to work from home or outdoor. The results also support the qualitative findings of Cunningham and Gomez (2004) and Hassan and Farooq (2015). Ownership of assets has a positive but insignificant influence on women participation decision as home based worker. The insignificant result implies that women's ownership of assets do no effect their participation decision. Ownership of assets include ownership of house, land, livestock etc. increase household wealth and financial stability thus make it less likely for women to seek employment outside the home.

To examine the impact of social constraints on women participation decision, two variables are included in the model. First is restrictions to achieve education (REDU) and the other is outside work permission (OWP). The regression coefficient of

REDU is positive and has a significant impact, implies that the restrictions to achieve education positively affect the women participation as home based worker. The negative and significant coefficient of OWP implies that women who have given permission to work outdoor are less likely to work from home. The highly significant results shown that outside work permission increases women mobility because they can easily go to cities for work and earn high wages. Awan, Faridi and Abbas (2015) put forward similar results.

Age of women in various age groups is taken in model 1 (Table 2) to examine their impact on women's participation decision. The coefficient of AGEIII (35-44 years) is positive and significant, imply that the probability of opting the home-based work increases by 0.67 units with each additional woman in the age groups AGEIII as compared to AGEI (15-24 years). While the coefficients of AGEII (24-34 years), AGEIV (45-54 years), and AGEV (55-64 years) are insignificant. The magnitude of opting the home based work is highest for AGEIII (35-44 years) because of greater domestic and child care responsibilities and women have small children and have less time to work outdoor so women have to stay at home. Cunningham and Gomez (2004), Meidika et al., (2019), and Kumar and Mishra (2019) present similar results.

The positive coefficient of marital status (MRS) implies that the probability of married women to be home-based worker is more as compared to unmarried women might be due to domestic responsibilities and presence of small children. Another important reason to work from home is the flexibility and balancing life-work (Wynarczyk & Graham, 2013). Cunningham and Gomez (2004) and Kumar and Mishra (2019) also corroborate these comparable results. The coefficient of family setup is negative but insignificant. The likelihood of women who belongs to joint family system is less likely to be home based worker in comparison to those who belongs to nuclear family system. The economic reason could be that in joint family system it becomes possible to share the burden of domestic work and child care responsibilities and women have more time to work outdoor. The coefficient of DIST is positive and has insignificant impact, imply that higher the distance from home to district headquarter more is the possibility of women to engage in home based work. As it is difficult for women to travel long

hours to reach at work place so they prefer to work at home.

Table 2: Logit Estimates for Women participation in Home Based and Outdoor Work

Dependent Variable: Women Participation Decision (PDW)				
Explanatory Variables	Description of variables		Model 1	Model 2
	Constant		-0.245 (-0.679)	-0.826 (-1.271)
Human Capital Variables	Education in completed years	EDU	-0.079* (-4.655)	-0.096* (-5.492)
	Presence of disease	DISE	0.423* (2.643)	0.408* (2.489)
Presence of Closed Relatives Education	Mother's years of education	EDM	-0.089* (-3.398)	-
	Father's years of education	EDF	-0.061* (-3.201)	-
	Husband's years of education	EDH	-0.060* (-3.201)	-
Family Characteristics	Head of Household	HOH	0.538* (2.582)	0.430*** (2.055)
	Household Size	HHSZ	0.179* (3.963)	0.077** (1.691)
	Number of dependents	NDP	-0.245* (-3.838)	-0.094 (-1.390)
	Children under age 5 years	CHAI	0.462* (3.648)	0.449* (3.486)
	Children in age 5-15 years	CHAI	-0.127 (-1.634)	-0.072 (-0.947)
	Domestic responsibility	DOMR	0.227 (1.561)	0.277** (1.841)
	Ownership of assets	ASST	0.207 (1.383)	0.066 (0.426)
Social Constraints	Restriction to achieve education	REDU	0.665* (3.720)	0.758* (-4.074)
	Outside work permission	OWP	-0.655* (-3.651)	-0.666* (-3.631)
Work Characteristics	Class of Worker			
	Self-employed	SLF	-	0.985* (3.923)
	Employee (Casual work base category)	EMP	-	-0.556* (-2.385)
	Hours of work (under 35 hours)	HRWI	-	1.141* (4.523)
	Hours of work (35-48 hours) (Work > 48 hours base category)	HRWII	-	-0.698* (-3.268)
	Get work regularly and easily	GWRK	-	0.275*** (1.758)
	Cooperative attitude of colleagues/owner	COPA	-	-0.501** (-3.002)
Worker satisfaction	WRKS	-	0.268** (1.663)	
Labor Laws	Labor Laws	LBL	-	-0.157 (-0.985)

Demographic Variables	Age in completed years	AGE	-	0.024 (0.936)
	Age-squared	AGE2	-	0.00004 (0.140)
	15–24 years	AGEII	0.190 (0.799)	-
	25–34 years	AGEIII	0.672* (2.707)	-
	35–44 years	AGEIV	0.465 (1.637)	-
	45–54 years (15-24 years base category)	AGEV	0.155 (0.438)	-
	Location (Urban area)	LCN	-	-0.250 (-1.510)
	Marital Status (married)	MRS	0.282 (1.377)	-
	Family setup (Joint family)	FSP	-0.054 (-0.356)	-
	Distance in kilometers	DIST	0.003 (1.308)	-
Sample Size		1227	1227	
Mc Fadden R-squared		0.30	0.33	
LR Statistic (21df)		519.80	561.075	
P-value (LR Stat)		0.000	0.000	

Source: Author’s Calculations by Using E-Views (Statistical Software).

Note: z-statistics are given in parentheses; the statistically significant at 1%, 5%, and 10% level are indicated by *, ** and *** respectively.

Model 2 (Table 2) comprises age of women in completed years in place of various age categories; human capital and family related variables are the same as in model 1 (Table 2). However, work related variables are included in model 2 to examine their impact on women’s participation decision to be home-based or outdoor worker. Work related variables are class of worker, working hours per week, get-work, cooperative attitude, and worker satisfaction. Labour laws and location are also included as explanatory variables. The value of Mc Fadden R² is 0.33, indicates that there is 33 percent variation in women’s participation decision to be home-based worker which is explained by explanatory variables.

The negative coefficient of education and positive coefficient of presence of disease are found similar as in model 1. Both are statistically significant.

The findings of family characteristics are also same as found in model 1; female as head of household, household size, number of dependents, number of children, domestic responsibilities, and restrictions to achieve education, outside work permission, and ownership of assets. The coefficient of domestic responsibility (DOMR) is positive and significant in model 2, indicates that women workers feel comfortable to work at home with greater domestic chores, child care responsibilities and mainly they cannot allowed to work outdoor. But the coefficient number of dependent (NDP) is insignificant.

To examine the impact of class of worker on women participation decision three dummies are included i.e., self-employed, employee, and casual worker. The positive coefficient of self-employed (SLF) indicates that self-employed women are more likely to work from home. The probability of women participation in home based work significantly increases by 0.98 unit with each additional women worked as self-employed as compared to causal worker. The self-employment status is possible for home based work because due to less education and lack of acquired skills they hardly work outdoor. While the negative and

significant coefficient of employee (EMP) implies that women worked as employee are more likely to work outdoor. The probability of opting the home based work significantly decreases by 0.55 units if one more woman worked as employee.

The participation decision of women is also influenced by working hours. The coefficient of HRWI (under 35 hours per week) is positive and highly significant imply that women who work less than 35 hours in a week are more likely to work at home as compared to women who work excessive hours (49+ hours per week). On contrary the coefficient of HRWII (35-48 hours per week) is negative and significant shows that women who work more than 35-48 hours weekly are less likely to work from home. Outdoor work required longer working hours so women with greater household responsibilities choose to work at home with fewer hours. Findings go in collaboration with Meidika et al. (2019).

Cooperative attitude (COPA) plays vital role in determining the participation decision of women. The negative and significant coefficient of cooperative attitude indicates that the probability of opting the home-based work decreases with an increase in cooperative attitude of colleagues/owner. Home-based workers deal with some non-cooperative attitude of colleagues/owners as most of the workers are sub-contracted and get work from middleman. The middleman often exploits woman home-based workers by providing the raw material which is of low quality and pays low wages due to which they choose outdoor work. The coefficient of get work (GWRK) is positive and significant at 5 percent level. The probability of women to be a home-based worker increases with each additional woman who get work easily. Home-based women workers easily get-work either as middleman or as self-employed. They are less likely to work outdoor. Worker satisfaction (WRKS) positively influences the participation decision of women workers. Home-based workers are more satisfied from their work than outdoor workers in Pakistan (Asghar, Danish, & Rehman, 2017; Shah et al., 2019).

Awareness of labor laws (LBL) and women decision to choose home-based work are negatively and insignificantly related. Women workers who have awareness about labor laws are more likely to work outside the home and get higher earnings, because it acts as a tool to promote empowerment of worker and protect the worker's right.

Inverse relationship between age and home-based work was expected based on Mincer (1958) proposition. It means that higher age denotes movement away from home-based work, based on Mincer (1958) proposition that age denotes experience and higher age means higher degree of experience. Therefore, a labor with high age/experience would always move to outdoor as the latter denotes the higher level of earnings. The present study found that the coefficient of age and age-squared is positive and insignificant; indicates that women's age is positively correlated to women's decision to engaged in home-based work. The reason may be the domestic and child care responsibilities, social constraints, lack of acquired skills, and limited mobility which persuade them to stay at home. This supports the findings of Kumar and Mishra (2019). The regression coefficient of location (LCN) implies that the probability of women who belongs to urban area less likely to work from home as compared to rural women. But the coefficient is insignificant. Women resides in rural area are mostly uneducated and face social constraints which forced them to work from home. In this regard, Edward and Hendrey (2002) and Meidika et al., (2019) found similar results.

Conclusions and Policy Implications

The present study analyzed the influence of numerous socio-economic factors on participation decision of women (PDW) as home based or outdoor worker. For the analysis, this study is conducted as confined to the women who are living in Multan Division, a division of the South Punjab (Pakistan), which is based on mixed rural and urban blend. The empirical results suggested that there are numerous factors that explain the participation decision of women in the Multan division.

The empirical results suggest that women's age is one of the important factors influencing the decision of women regarding participation in the economic activities (home-based or outdoor work). It has been observed that the possibility of choosing the home based work increases with an increase in age. Home-based work is taken up due to low human capital along with domestic and child care responsibilities. Therefore, the study found negative and significant coefficient of education which imply that the likelihood of women to work from home decreases with an additional year of education. The coefficient of presence of disease, head of household,

family size, married women with children under age 5 years, restrictions to achieve education, self-employed, get work easily, worker satisfaction, location, and marital status are significantly and positively related with women participation in home based work. While number of dependents (NDP), married women with children aged 5-15 years, outside work permission, employees, cooperative attitude, and family setup are less probable to work at home. The study also conclude that women who work less than 35 hours in a week tend to be home based worker while women who work more than 35-48 hours weekly are less likely to work from home in comparison to women who work excessive hours (49+ hours per week). The coefficient of ownership of assets is positive and the coefficient of awareness about labor laws is negative both are insignificant.

The study concluded that home-based work gives the woman flexibility regarding work and their domestic duties; this can be an alternative to enter the labor market. The finding show that home based workers have low human capital so it is important for policy makers to provide decent work to these home based workers. So, Human capital should be on top priority by allotting extra resources for education, health and vocational trainings to improve the decent work opportunities. The free technical and vocational education must be on top priority as home based worker has a very high need for technical and vocational labor force. There is a dire need of legislation and implementation on laws made for working women both home-based and outdoor to facilitate them for decent working hours with fixed wages.

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