



## Catalyzing the Role of Female in Quetta District Balochistan: Human Resource Deployment (HRD) Prospects

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**Abstract-** In order to measure the female perception about Human Resource Deployment (HRD) prospects this research was carried out in Quetta Balochistan. The target population of the present study was female respondents in Quetta district. Two hundred (200) respondents were selected by using random sampling methods. Qualitative design was used. Data was analyzed in SPSS. The results revied that more than half 55% of the female respondents fell into the 31 to 50 age categories. Most 34% of the female respondents were achieved till matriculation education. Highly statistically significant were observed in 8 categories. Based on results following recommendations were developed. National and international organizations should be delivered more health facilities, skill development programs, informative and vocational education for women in rustic areas. Demand driven credit schemes should be delivered by the government so as to upsurge the socio-economic conditions of females and also strengthen female HR areas by providing them jobs at all levels.

**Keywords:** HRD, role of gender, Quetta, Balochistan, Pakistan

### I. INTRODUCTION

Women were ignorable objects and ultimately denied any sort of social, political, economic and educational access at all levels. Female was broad-spectrum impressed as compared to men in our community. Therefore, females in this regard solely fit for household management and children nurturing (Chaudhry, 2005).

In various countries the role of females is still denied since long as a result the female social and economic status erodes. Still female is facing the sexual abuse and domestic violence in every community. In this regard a various issue is emerging at a greater extent that factors are responsible to degrade the female livelihood options such as unemployment, low wages labor, lower class value, restricted educational opportunities and miserable health condition, low literacy rate, and the like.

Eight hundred seventy-five million of the demographic adult's population were illiterate, in this regard two-thirds among females that are illiterate around the world. Likewise, one hundred-ten million of kid's male and female did not appear to join school around the world. The female HRD sections display the bleak visual, around fourteen thousand females die during pregnancy period and other related causes in every year. On the other hand, in every three females are victimized due to the violence. Further, 80.0% (35 million) are female and kids are refugees (UNICEF, 2004).

The demographic population of the female were considered bulky around the world. In this regard, one quarter of the female demographic population are including rustic womenfolk. Around 1.6 billion of the female population who lived in rustic zones, in this regard a very vast majority of the females are embedded with the food security and food production sector. The female contributed the food production sector 80.0% in Africa, 60.0% in Asia and 40% in West respectively (IFAP, 2007).

Notwithstanding wholly the female colossal contribution in the HRD section, the female having only a meagre share in land possession (only around 2.0%) and her share in agricultural credit scheme just only (1.0%). However, female plays her role not only in HRD dynamics but also her role can't be denied in home management, domestic affairs, kid nurturing, agriculture sector, livestock and fisheries sectors. On the other hand, 428 million females work in the agricultural sector for food security around the world. But unfortunately the female was faced the severe discrimination not only at domestic level but also in community level as well about land proprietorship privileges as well as access to resource (ILO, 2008).

## II. FEMALE STATUS IN ASIA

Globally, region of the South Asian is considered as the ultimate minimum gender sensitive dynamics zones because of the male population density are bigger as compared to female, therefore the sex percentage is one hundred females for 105.7 men (Zara, 2005).

The female was shared with more than half of the world demographic population and also took the active role in every sphere of her life. Notwithstanding her contributions around the world still female faced the underprivileged ailment and worse status in Asian countries like India, Pakistan, Nepal and Bangladesh. In addition, gender based violations were profound and deep-rooted in these countries as a result the socio-economic conditions of the female did not improve within the patriarchy system (Singh & Singh, 2005).

Furthermore, segregation of resources, extreme poverty, worse HRD section, low literacy rate, inappropriate healthcare condition, joblessness or unemployment, domestic based violence, lack of credit, poor productive resources, low income generation opportunity, cultural and social restriction, lack of basic human needs, discrimination, deprivation, adequate access to assets, religious and political constraints, insufficient vigor facilities and stressed domestic labor are leads to the major wide range limiting factors and hinder factors for female empowerment and development in HRD section in in the Asian countries (FFTC, 2008).

Most of the females lived in rural areas however, one-fourth of girl kids also did not have educational access in these countries (UNO, 2010). But their status is less privileged and also facing less land ownership less than 2.0% (World Bank, 2008).

Female kids are attending primary school at 69.0% as a result of a low female educational or literacy rate. As a result, females trust on the casual means to get credits about receiving education (Women Watch, 2009). In these countries the female is also faced with the insufficient provision of land possession as independently, denied education dimension, countless illiterates, female's empowerment in HRD section and legislations as a result impoverished female status (FFTC, 2008; and UN Chronicle, 1995).

## III. FEMALES STATUS IN PAKISTAN

In Pakistan more than half 51% of the total demographic population is female. In this regard the female consisted of a marginalized segment and less prevailed classes in our society. The female is faced with less basic rights and less occasions therefore Pakistan had gone the 135 position regarding the human development index. Patriarchal system is one of the basic limiting factors in Pakistan that restricted the mobility of females at a considerable rate as a result of less decision-making power (SEF, 2007).

In Pakistan females constitute more than half of the labor force and play an effective role in community level. Very vast female majority are living in rustic zones of the country. Females contributed to 48.0% of over-all demographic population of the country according to the census of 1998 (GoP, 2006).

Since its inception the female still faces the diversity of issues in Pakistan due to its extreme condition of females mostly in rural areas whereby the anti-women practices and honor killing remains and prevailed. Therefore, the civic rights of females in dilemma and also were treated as third rate citizens within male chauvinistic society.

The literacy rate of females in rural areas were 32.5% while in this regard the male literacy rate was 61.9%. On the other hand, the literacy rate of females in urban areas was 64.5% whereas male literacy rate was 79.6%. In this regard, the female educational achievement was depicted the poor education condition as compared to male. However, seventy percent of females directly involved the livestock and agriculture sectors (Labor Force Survey, 2008).

Furthermore, the 1.34 million of females constituted the ratio of employed, as compared to male such as 13.27 million in urban areas of Pakistan. While, the 8.69 million of females constituted the ratio of employed, as compared to male such as 25.79 million in rural areas of Pakistan.

But still the gender differences widen and are extremely Spartan. Intensely embedded cultural boundaries avert for female therefore, her performing was denied at society level. Due to Pakistani distinguish political, economic, social and cultural dynamics the female at country level have less access and opportunities within terms of restricted HRD section, inadequate access to employment chances, limited educational dynamics decades behind and less exploitation of her role in developmental sectors (Qadri, 2006).

Due to segregations in the society the female status is not encouraging and also not homogenous owing to interconnection of gender types. Female irregular socioeconomic progress, less substantial diversity and uneven livelihood options were reflected in the negative impact in our capitalist social structures or feudal system (ADB, 2000).

#### IV. HUMAN RESOURCE DEVELOPMENT (HRD) SECTION

The Human Resource Development (HRD) section was the imperative option for females. However, the energetic ownership and control of resources within organization fundamental features for female empowerment. The Human Resource Development (HRD) section was responsible for disclosing the perceptible aspects, unseen features and hidden capabilities of females. Therefore, the major purpose of any HRD strategy is to reassure the female socio-economic condition. All mentioned above HRD aspects may be achieved through means of providing suitable capacity building dynamics, effective schooling achievement at all levels, better employment chances for females. The Human Resource Development (HRD) section was responsible for the better organization instrument that ornamental the decision-making and technical aspects of female in every sphere of life. Various national and international organizations have deployed semantic and effective programs for female empowerment so as to stimulate the HRD section that are still fairly hefty and important (PRSP, 2007).

#### V. PROBLEM STATEMENT

Female effort was considered as the foremost vehicle for development sectors. Women play a multi-dimensional role and are also a marginalized part of our society (Magsi, 2005). Therefore, female fundamental role can't have dined in our society in male chauvinism society. Female fundamental role is not limited within domestic household responsibilities but also contributes in every developmental sector (Chaudhry, 2005). On the other hand, female progress is limited and crippled wherever females have less access in credit/ land resources, HRD section and less involvement in decision-making (Santra and Kundu, 2001). In this regard, various communal taboos and cultural obstacles also restricted female access within terms of HRD (Alam, 2007; and Hughes, 2007). In order to achieve the gender sensitivity role within terms of HRD and systematic long term strategies this research was carried out so as to develop better policies for female beneficiaries.

#### VI. SPECIFIC OBJECTIVES

1. To study the demographic information of the respondents.
2. To examine the role of females in the Human Resource Deployment (HRD) aspect.
3. To design recommendations for developing the future policy about female involvement in the Human Resource Deployment (HRD) section.

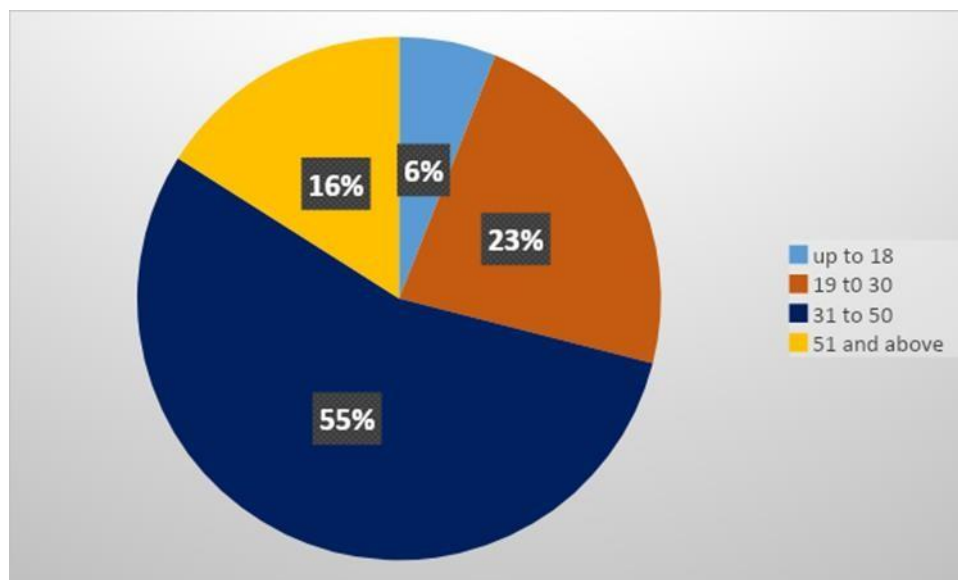
#### VII. RESEARCH METHODOLOGY

Research methodology within terms of operational and vivid relations as defined to determine association of quantified problems in social context that truly occurs (Smith, 1988). The target population of the present study was female respondents in Quetta district. Two hundred (200) respondents were selected by using random sampling methods. In this research the qualitative design by nature a descriptive type was applied so as to determine the perceived perceptions of female respondents (Trochim, 2000). In this regard, an inquiry form was designed based on 5-point Likert scales (Likert, 1932). Cronbach coefficient values were determined by using SPSS, a statistical software, the calculated reliability coefficient was ranged from 0.801 to 0.881 in this context. Face to face interaction techniques were used. The data was entered into further analysis, in this regard software like Package for the Social Sciences was used. T-test was applied for dependent variables and graphics was applied for independent variables. P value set on  $p < 0.05$  level and considered as significant.

#### VIII. SOCIO-ECONOMIC PROFILE OF FEMALE

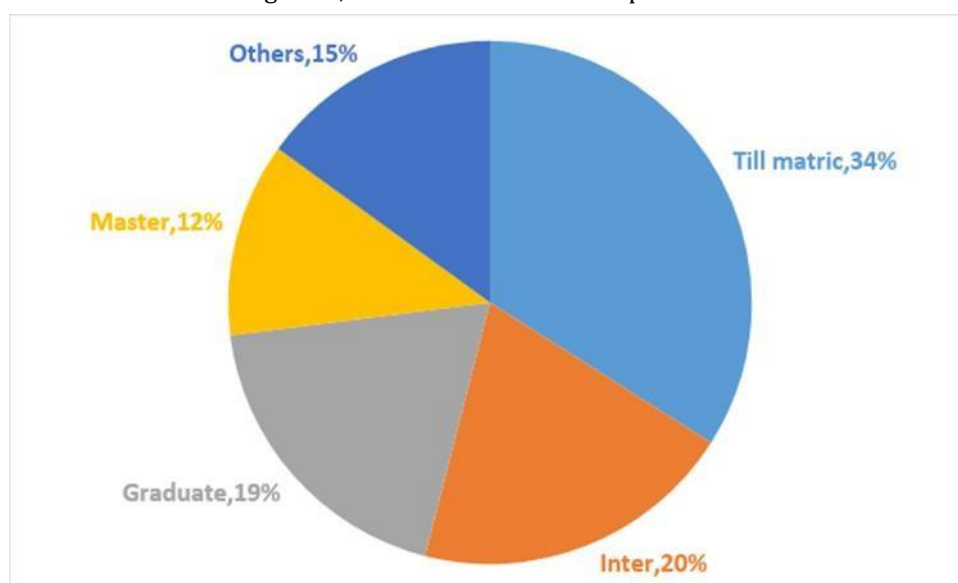
The female socio-economic profile was the vital feature of this research, in this regard the data was gathered at field level. Age and educational socio-economic profiles were determined as shown in figure-1.

Figure-1, Age of respondents



Age is the imperative socio-economic profile of the female respondents as shown in figure-1. More than half 55% of the female respondents were fall into the 31 to 50 age categories followed by 23% of female respondents were fall into the 19 to 30 age categories.

Figure-2, Educational status of respondents



Educational status has major aspects and vital socio-economic profile. In this regard the female responses were noted and measured as shown in figure-2. Most 34% of the female respondents were achieved till matriculation education followed by 20% of female respondents holding intermediate level of certificate or education. Only 12% of female respondents were master.

### IX. GENERAL INFORMATION

General information contained the dependent variables. In this regard the data was based on field level collected.

Table-1, Perceived score about HRD imperatives

<i>HRD imperatives</i>	Chilton town		Zarghoon town		Mean Diff:	<i>P-value</i>
	Mean	SD	Mean	S.D		
Micro-financing opportunity	3.900	.8102	3.270	1.117	63000	.000**

Skill development directions	1.910	.8772	3.270	1.099	-1.360	.000**
Community and social development	2.860	1.214	3.010	1.159	-.1500	.373 <sup>NS</sup>
Action oriented activities	2.550	1.380	3.300	1.010	-.7500	.000**
Democratic approach in education	3.600	1.392	3.710	.890	-.1100	.507 <sup>NS</sup>
Consistency in social ways	2.720	1.658	4.1300	.7869	-1.410	.000**
Credit sufficiency and availability	3.440	.9777	3.950	1.028	-.5100	.000**
Involvement in decision-making process	3.600	1.543	3.790	.8444	-.1900	.282 <sup>NS</sup>
Socio-economic acceleration and uplifting	3.170	1.442	3.570	1.191	-.4000	.034*
Enterprise-oriented HRD	3.960	1.127	3.420	1.190	.5400	.001**
Poverty elimination dynamics	3.120	1.526	3.980	.8162	-.8600	.000**
Women empowerment and strengthen	3.030	1.209	4.090	.8420	-1.060	.000**

Scale: 1= Poor, 2=Fair, 3= Satisfactory, 4= Good, 5= Excellent, X= No response

T-test in this context was run in order to measure the HRD section and HR dynamics as perceived by the female respondents (table-1). However, in this aspect the female respondents' replies were gauged on inquiry.

- Micro-financing opportunity (p-value .000\*\*);
- Skill development directions (p-value .000\*\*);
- Action oriented activities (p-value .000\*\*);
- Consistency in social ways (p-value .000\*\*);
- Credit sufficiency and availability (p-value .000\*\*);
- Enterprise-oriented HRD (p-value .000\*\*);
- Poverty elimination dynamics (p-value .000\*\*); and,
- Women empowerment and strengthen (p-value .000\*\*);

HRD items and imperatives were highly statistically significant based on (p.≤.05 level) when group-wise comparison was made.

On the other hand, only one statement about HRD items and imperatives was statistically significant (Socio-economic acceleration and uplifting, p-value .034\*). However, Community and social development (p-value .373NS), Democratic approach in education (p-value .507NS), Involvement in decision-making process and (p-value .282NS) were non- statistically significant based on p.≤.05 alpha level respectively.

## X. CONCLUSIONS AND RECOMMENDATIONS

Females are inferior figures in our rigid community, the role of male always appreciated and extolled valued, however, the female is almost and always treated as 2nd class inhabitants in our society. Females were faced with unemployment circumstances, low educational rates, very poor and deprived healthcare conditions all over the world. At the country level the role of females is important especially within rural zones. On the other hand, the female condition in these localities remains very adverse. Gender differences in this regard are widen and very prevailing at country level. Due to the very little social status of female, illiteracy prevalence among females, sexual abuse, taboo as well as violence's remains the vital issues as faced by female at national level. As a result lack of self-reliance among females, lack of decision-making power among females, these factors lead to reduce the female authorization rights and autonomy. Following recommendations were developed based on study results. National and international organizations should be delivered more health facilities, skill development programs, informative and vocational education for women in rustic areas. Demand driven credit schemes should be delivered by the government so as to upsurge the socio-economic conditions of females and also strengthen female HR areas by providing them jobs at all levels. Need-oriented programs about job creations and skill development programs should be introduced at grass root level for females.

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