Casual Employment and Gender: 
An Empirical Analysis from Southern Punjab (Pakistan)

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Abstract:
Informal sector employment plays very important role in employment creation and income generation in the economy. The present study identifies personal and socio-economic factors which determine casual employment by using primary data source. Logistic Regression technique is used in this analysis. The main conclusion of the study is that marital status, education, household size, family background significantly affected the casual employment in Southern Punjab (Pakistan). The study results suggest for more employment opportunities creation in urban informal sector in Southern Punjab (Pakistan).

Keywords: Wage level and Structure; Informal Labour Markets and Human Resource, Southern Punjab, Pakistan

I. Introduction
Pakistan is facing the problem of high population growth. The population growth rate is observed 2.0 percent during 2012-2013. Along with high population growth, unemployment is also the central problem being faced by the economy. During 2010-11, the unemployment rate has increased to 6.0 percent. In rural areas, unemployment rate has decreased from 4.8 percent in 2009-10 to 4.7 percent in 2010-11. Where as, it has increased from 7.2 percent 2009-10 to 8.8 percent in 2010-11 in urban areas. The unemployment rate is high in rural areas because of lower chance of employment. On the other hand, employment opportunities are relatively better in urban areas because of greater economic activities. The reason is that the industrial sector is facing a severe shortage of energy resources which is a cause to reduction in job opportunities.1

Pakistan has a labour force of 57.24 million people in 2010-11 which is 0.91 million higher than the last year. The total number of employed people was estimated 53.84 million during the year. It is observed that majority of the labour force labour

works in the rural areas in Pakistan where agriculture is the dominant activity. During the period 2008-11, total labour force engaging in the agricultural sector remained unchanged. However, the participation rate has increased from 13.2 percent in 2009-10 to 13.7 percent in 2010-11 in manufacturing sector. There is observed a declining trend in the share of community/social and personal sector.2

The growth in the size of labour force has been much faster than the rate of growth of formal sector jobs. In fact, there has been made expectations that private as well as informal sector must play the leading role to create employment which, in turn, changes trends significantly in unemployment, formal and informal sector employment. The informal sector plays an imperative role among the underdeveloped countries and it provides copious jobs and absorbs a rising fraction of the unemployed workforce in it. In Pakistan, the informal sector covers a wide range of labour market activities and plays an important and sometimes contentious role that makes accessible number of activities in labour market. It makes possible provision for jobs and diminishes unemployment but almost jobs are low paid.

Dawkins and Norris (1990) defined casual workers as those workers who are not entitled to holiday leave or sick leave in their main job and those possess a relatively flexible and precarious form of employment as compared to permanent full-time or permanent part time workers. The casual employment is further explained in these words by disintegrating into Regular Casual employment and Irregular Casual employment. According to regular casual employment, “Worker usually works less than 35 hours per week, no paid holidays, is paid for hours worked, and has a steady income”. Whereas, Irregular casual workers are those who “usually works less than 35 hours per week, no paid holidays, is paid for hours worked, have a unstable income”.3

The major objective of the study is to investigate the factors which determine casual employment in Southern Punjab (Pakistan). The study is organized as follows: Section 2 presents a literature review concerning casual employment at the National and International level; Section 3 shows the data, methodological issues and model specification; Section 4 explains the results and discussion; Section 5 presents the concluding remarks and policy suggestions.

II. Literature Review
The sizeable theoretical and empirical evidence regarding informal sector employment or casual employment has been recognized at the national and international level as well. These studies are being reviewed in the following. House (1984) conducted a survey of informal sector enterprises in mid-1977 in Nairobi. The results indicated that participants having low skill level entered in the urban informal sector easily and the required amount of money to start business was insignificant. Moreover, there was an influx of migrants in informal sector in urban areas. The study concluded that the informal sector offered a consistent way to urban existence, even at a bare survival. The study has made policy suggestions about the maximization of development potential of the intermediate sector and about lessening the size of the community of the poor at similar time. Sather and Kazi (1988) worked on problems being faced by the female

workers in informal sector. They used descriptive analysis and distinguished between formal and informal sectors. They explained that workers of the informal sector were poor, illiterate and unhealthy. Moreover, the workers were involved in informal activities in order to fulfill their basic requirements and earned low wages. Aly et al. (1996) investigated the socio-economic factors that influenced Kuwaiti women’s labor market participation decisions. The authors used the non-linear maximum likelihood function method for cumulative Logistic probability function. The regression result found that economic factors like women’s monthly wage rate and women’s human capital, replicated in women’s education positively influenced the decision concerning women’s labor force participation. Contrarily, the social or biological factors such as women’s marital status, number of children under five years of age, and women’s age negatively influenced the women decision regarding labor force participation.

Simpson et al. (1997) analyzed the estimates of casual employment from 1984 to 1993 in Australia. The authors explained that casual employment expanded over the period rapidly as a ratio of the total workers. The casual employment considered a separate industrial distribution in Australia. Similarly casual employment was about 34.4 percent in construction and 36.2 percent in wholesale and trade sectors. Casual employed were composed of more than 40 percent in other professions. Roberts (2001) investigated the factors that determined job choice of rural-urban migrants by using data which was collected in 1993 from individuals in the fifth sampling survey of the floating population of Shanghai. The author used multinomial regression model. The results showed that personal and social characteristics and village based networks motivated migrants into particular occupations and destinations. Moreover, illiterate migrants were involved more in the occupations of farming whereas their contribution was less in construction sector. The main conclusion was that education and province of origin determined the job choice significantly.

Calves et al. (2004) studied the changing pattern of youth employment in the labour market based on National Representative Survey data collected in 2000 in Barkina Faso. A descriptive techniques analysis was used. It was found that people having basic formal education participated in informal economy. Moreover, urban informal sector provided exceedingly higher employment opportunities to low educated young people. The labour market entrants participated due to urbanization and unemployment and they, thus, exacerbated the labour market competition. It was suggested that training opportunities should be given especially to school going young persons to recreate the education and employment relationship and to meet up the labour market demand for creative and vibrant operators in informal labour market. In addition, provision of scholarships to encourage female school enrolment, vocational and technical training facilities and loan facilities to prop up female informal entrepreneurship were required to certify equal access to young urban workers. Kim (2005) analyzed the effect of poverty on informal economy participation by using the household survey. A simple theoretical model was used by the author. The study results indicated that low income and a gap between desired and actual income level forced the participants towards informal sector. Furthermore, individuals persuaded for informal sector due to deep poverty. Mitra (2007) emphasized on the role of networks in getting jobs in urban labour market based on primary survey of 200 households in Delhi slums (2004-2005). The author used the binomial logit model. The results found that bulk of workers were engaged in urban
informal employment through various informal channels or networks of information flows.

Likewise, Mitchell and Welters (2008) examined casual employment offered a “stepping stone” to better work prospects. The authors used HILD to construct a data set. The study results found that sex, ethnicity and level of education were not significantly influenced the survival rate. The findings revealed that the transition rate from casual to non-casual employment was decreased with age. The study concluded that transition rate from casual to non-casual employment varied with the occupational status of the work. Similarly, Gottschalk and Mc Eachern (2010) analyzed the casual employment in higher education by conducting a survey in order to explore the broad categorizations of the casual academic labour force at a regional Australian university. The authors used a questionnaire and target staff in both the Technical and Further Education (TAFE) and higher education divisions in all occupational groups as well as in depth interviews of casual teaching staff. The study findings highlighted that the traditional profile no longer applies. The findings also show that the casual employees normally hold more than one job, at more than one institution and are looking for job security. In addition, the employees often, but unsuccessfully used casual work as a career strategy. The cluster analysis showed that three of the four groups focused on career development in the present study.

III. Data Sources and Methodological Issues

Data Collection

The nature and source of data has been discussed in this section. The primary source of data which is being used in this study is collected by the authors through field survey during the year 2012-2013. Three districts of the Punjab Province i.e Bahawalpur, Multan and Dera Ghazi Khan are randomly selected for research purpose. The various socio-economic household related variables are included in the present study in order to examine the determinants of casual employment. A sample of 651 workers in the age group 18-64 years is drawn randomly from households. A descriptive analysis of the some selected variables regarding their mean, standard deviation, minimum and maximum is also made. An econometric analysis of the casual worker is also made by using the Logit model.

Methodology and Model Specification

Since the dependent variable is a binary variable that takes the value of one and zero depending on being as casual employed worker or not, It is observed that:

Zi=1 if Zi*>0
Zi=0 if Zi* ≤0

Where

Zi*=β0+β1Yi+μi

Eq.(1) indicates probability of being casual employed Zi* depends on the vectors of the observed variables (Yi) and a random error (μi). The probability of being casual employed worker can be written as:

Pr (zi=1|Y) = Pr (zi>0|Y) = Pr [μi> - (β0+β1Yi)] = F(β0+β1Yi)

Hence, the regression equation takes the form:

CEi = α +β1Yi +μi

Where CEi is probability of the ith casual employed worker.
Model Specification
Based on the above mentioned methodology, our sample model is as follows
The model specified for participation in casual-employment is given as followed.

Model I
Casual Employment Model (With Different Levels of Education)
In the 1st model of casual-employment, four categorical educational dummies are introduced to capture the influence of different level of education on casual employment while EDUI has been taken as base outcome.

\[ CE = f(\alpha_0 + \alpha_1 EDUII + \alpha_2 EDUIII + \alpha_3 EDUIV + \alpha_4 EDUV + \alpha_5 AGE + \alpha_6 SEX + \alpha_7 MRS + \alpha_8 FED + \alpha_9 MED + \alpha_{10} SPEDU + \alpha_{11} SPSN + \alpha_{12} HSIZE + \alpha_{13} FSP + \alpha_{14} PAS + \alpha_{15} MGRT + \mu_i) \]

In the above equation of casual-employment of the model, the independent variables are age (AGY), middle level education (EDUII), matric level education (EDUIII), intermediate level education (EDUIV) and graduation level education (EDUV), sex (SEX), marital status (MRS), father’s education (FED), mother’s education (MED), spouse education (SPEDU), spouse participation in economic activities (SPSN), family set up (FSP), presence of assets (PAS) and migrants (MGRT).

Model II
The Casual Employment Model (With Complete Years of Education)
\[ CE = f(\beta_0 + \beta_1 EDY + \beta_2 AGY + \beta_3 SEX + \beta_4 MRS + \beta_5 FED + \beta_6 MED + \beta_7 SPEDU + \beta_8 SPSN + \beta_9 HSIZE + \beta_{10} FSP + \beta_{11} PAS + \beta_{12} MGRT + \mu_i) \]
In the above equation of casual-employment in the Model, the independent variables are number of years of education (EDY), age (AGY), sex, marital status (MRS), father’s education (FED), mother’s education (MED), spouse education (SPEDU), spouse participation in economic activities (SPSN), household size (HSIZE) family set up (FSP), presence of assets (PAS) and migrants (MGRT).

IV. Results and Discussion
a) Statistical Analysis
Table portrays the basic statistics of some explanatory variables of the casual employed workers. The table refers to the mean value, the standard deviation, minimum, and maximum of the personal, socio-economic and demographic variables. These variables affect the participants of both (males and females) in Southern Punjab. The mean age of the workers is about 37.37 percent. The average education of the workers is 11.52 which is low. In the analysis, males are the majority in labour force. The casual employment is mainly comprised of married persons. Majority of the workers have educated fathers. The average size of household of the workers is 6.5 persons. On average, 0.47 percent workers belong to joint family system. The analysis displays that majority of the workers has physical assets.

b) Empirical Analysis
The results are presented in this section. The impact of personal and socio-economic variables is observed on probability of participation as casual employed worker by using logit model.
Variable Description

The variables for logit estimates of the determinants of being casual employed workers are shown in the table.

Table 1: List of variables used in casual-employment equation.

<table>
<thead>
<tr>
<th>Variables</th>
<th>Description of variables</th>
</tr>
</thead>
</table>
| PCE       | =1 if the participant is casual-employed  
=0 otherwise |
| AGY       | = Age of the participant (in years). |
| EDY       | = Complete years of education. |
| SEX       | = 1 if the participant is male  
= 0 otherwise |
| MRS       | =1 if the participant is married  
=0 otherwise |
| FED       | = 1 if the worker’s father is educated  
=0 otherwise |
| MED       | =1 if the worker’s mother is educated  
=0 otherwise |
| SPEDU     | =1 if the worker’s spouse is educated  
=0 otherwise |
| SPSN      | =1 if the worker’s spouse participates in economic activities  
=0 otherwise |
| HSIZE     | Total member of the family |
| FSP       | =1 if the participant belong to joint family  
=0 otherwise |
| PHAS      | = I if participant having assets  
=0 Otherwise |
| MGRT      | =1 if the worker is migrant  
=0 otherwise |

Table 2: Descriptive Statistics

<table>
<thead>
<tr>
<th>Variables</th>
<th>Mean</th>
<th>Std.</th>
<th>Min</th>
<th>Max</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age (Complete Years)</td>
<td>37.37</td>
<td>10.60</td>
<td>18</td>
<td>62</td>
</tr>
<tr>
<td>Complete Years of Education</td>
<td>11.52</td>
<td>3.99</td>
<td>0</td>
<td>16</td>
</tr>
<tr>
<td>Sex</td>
<td>0.62</td>
<td>0.49</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Marital Status</td>
<td>0.71</td>
<td>0.45</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Father’s Education</td>
<td>0.62</td>
<td>0.49</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Mother’s Education</td>
<td>0.47</td>
<td>0.50</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Spouse Education</td>
<td>0.57</td>
<td>0.50</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Spouse Participation in Economic activities</td>
<td>0.45</td>
<td>0.50</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Household Size</td>
<td>6.50</td>
<td>6.34</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Family Set up</td>
<td>0.47</td>
<td>0.50</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Presence of assets</td>
<td>0.69</td>
<td>0.46</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Rural-urban Migrant</td>
<td>0.27</td>
<td>0.44</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>
### Table 3

Logit Regressions (Average Marginal Effects)

<table>
<thead>
<tr>
<th>Explanatory Variables</th>
<th>Total Sample (1)</th>
<th>Male Sample (2)</th>
<th>Female Sample (3)</th>
<th>Total Sample (4)</th>
<th>Male Sample (5)</th>
<th>Female Sample (6)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Middle level Education</td>
<td>0.1072</td>
<td>-0.0919</td>
<td>-0.0919</td>
<td>-0.0919</td>
<td>-0.0919</td>
<td>-0.0919</td>
</tr>
<tr>
<td>Matric Level Education</td>
<td>0.0197</td>
<td>0.0336</td>
<td>0.0703</td>
<td>-0.0703</td>
<td>0.0703</td>
<td>0.0703</td>
</tr>
<tr>
<td>Intermediate level education</td>
<td>-0.0735**</td>
<td>-0.0656</td>
<td>-0.0880</td>
<td>-0.0656</td>
<td>-0.0880</td>
<td>-0.0880</td>
</tr>
<tr>
<td>Graduation Level Education</td>
<td>-0.1253**</td>
<td>-0.0710</td>
<td>-0.1701</td>
<td>-0.1701</td>
<td>-0.1701</td>
<td>-0.1701</td>
</tr>
<tr>
<td>Master Level Education</td>
<td>-0.1914***</td>
<td>-0.2405**</td>
<td>-0.1771***</td>
<td>-0.2405**</td>
<td>-0.1771***</td>
<td>-0.2405**</td>
</tr>
<tr>
<td>Complete Years of Education</td>
<td>-0.0034***</td>
<td>-0.0027***</td>
<td>-0.0043**</td>
<td>-0.0027***</td>
<td>-0.0043**</td>
<td>-0.0043**</td>
</tr>
<tr>
<td>Age</td>
<td>0.0711***</td>
<td>-0.458*</td>
<td>-0.458*</td>
<td>-0.458*</td>
<td>-0.458*</td>
<td>-0.458*</td>
</tr>
<tr>
<td>Marital Status</td>
<td>0.0670**</td>
<td>0.1528***</td>
<td>0.0612**</td>
<td>0.1528***</td>
<td>0.0612**</td>
<td>0.1528***</td>
</tr>
<tr>
<td>Father’s Education</td>
<td>0.1712***</td>
<td>0.1401***</td>
<td>0.1884***</td>
<td>0.1401***</td>
<td>0.1884***</td>
<td>0.1401***</td>
</tr>
<tr>
<td>Mother’s Education</td>
<td>0.0873***</td>
<td>-0.1216**</td>
<td>0.0910***</td>
<td>-0.1216**</td>
<td>0.0910***</td>
<td>-0.1216**</td>
</tr>
<tr>
<td>Spouse Education</td>
<td>0.0698**</td>
<td>-0.0702**</td>
<td>-0.0777**</td>
<td>0.0698**</td>
<td>-0.0702**</td>
<td>-0.0777**</td>
</tr>
<tr>
<td>Spouse participation in</td>
<td>0.0288</td>
<td>0.0252</td>
<td>0.0227</td>
<td>0.0252</td>
<td>0.0227</td>
<td>0.0252</td>
</tr>
<tr>
<td>Economic Activities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Household Size</td>
<td>0.1413***</td>
<td>0.0278***</td>
<td>-0.0059</td>
<td>0.1413***</td>
<td>0.0278***</td>
<td>-0.0059</td>
</tr>
<tr>
<td>Family Setup</td>
<td>0.0379</td>
<td>0.0756**</td>
<td>-0.0546</td>
<td>0.0379</td>
<td>0.0756**</td>
<td>-0.0546</td>
</tr>
<tr>
<td>Presence of Assets</td>
<td>-0.0739***</td>
<td>-0.0769***</td>
<td>-0.0390</td>
<td>-0.0739***</td>
<td>-0.0769***</td>
<td>-0.0390</td>
</tr>
<tr>
<td>Migrant</td>
<td>0.0975***</td>
<td>0.0776**</td>
<td>0.0390</td>
<td>0.0975***</td>
<td>0.0776**</td>
<td>0.0390</td>
</tr>
<tr>
<td>Pseudo R²</td>
<td>0.37</td>
<td>0.38</td>
<td>0.49</td>
<td>0.37</td>
<td>0.38</td>
<td>0.49</td>
</tr>
<tr>
<td>Observations</td>
<td>651</td>
<td>402</td>
<td>259</td>
<td>651</td>
<td>402</td>
<td>259</td>
</tr>
</tbody>
</table>

**Note:** Marginal effects are estimated for a change of one unit in the explanatory variable, holding all other variables constant at their sample means. The table shows the average marginal effects for each variable, categorized by total sample and gender-specific sample. **Statistical significance:** ***p < 0.01, **p < 0.05, *p < 0.1.
Note: The table reports average marginal effects. All regressions are estimated by logit regression technique. Numbers in the parenthesis are z-values.

***Significant at 1% level of Significance  
**   Significant at 5% level of Significance  
*Significant at 10% level of Significance

Table (3) explains the results of casual-employment in total, male and female sample in Southern Punjab (Pakistan). Columns (1), (2) and (3) explain the results with different levels of education and columns(4), (5) and (6)indicate the results with number of years of education. Theoretically, it is argued that education has a fundamental effect on the decision of participants in labour market. The argument is that highly educated persons enter into the formal labour market while those who have low level of education are indulged into casual-employment. Our result shows that the coefficient of middle level education is positive and significant in male sample. The coefficients of intermediate, graduation and master level education are negative and significant in total sample. Result also shows that graduation and master level education are negative and significant in male sample. This may due to that the workers having high level of education in the labour market are less likely to work as casual employed workers and prefer to work in the formal sector. Results conclude that casual-employment decreases with an increase in education levels in urban informal sector of Southern Punjab (Pakistan).

The study results show that number of years of education is significant across all models in total, male and female sample. The estimated marginal effects for the years of education are significant. The negative sign may indicate that education decreases the probability of workers’ participation in casual-employment. The study results conclude that highly educated workers are less likely to be involved in the casual-employment in Southern Punjab (Pakistan).

Age also motivates the workers to be engaged in casual-employment. The coefficients of age variable are negative across all the models in total, male and female sample. The negative sign shows that workers indulge in full-time salaried employment with an increase in age in Southern Punjab (Pakistan).

The results reveal that the sex is significant in total sample. The negative sign may indicate that casual employed males are switching off from the casual employment and moving towards the full-time salaried sector, which is an important and lucrative source of earning. The reason may be that casual employment does not commensurate with the workers’ level of education.

The marital status also influences the decision of casual employed workers. The present study found a positive and significant relationship between casual-employment and marital status across the estimated models in total and female sample. However, the sex is insignificant across both the estimated models in male sample. In fact, couples with low education are inclined to join casual-employment in order to meet up their requirements due to inadequate jobs in the formal labour market.
In terms of influence of parental education on casual-employment, it is argued that the workers whose parents are educated are less likely to participate in casual-employment. The father’s education is significant across all models in total, male and female sample. Our results conclude that persons having more educated father are less likely to work as casual-employed worker. The negative sign, however, indicates that parents prefer that their children join formal sector for employment. It is concluded that persons having more educated fathers are less likely to be casual employed workers.

As far as mother’s education is concerned, it is also argued that the workers whose mothers are educated are less likely to be casual employed workers. Mother’s education is negative and significant in total, male and female sample. The reason may be that persons having more educated mothers are less likely to be casual employed workers. Parents prefer that their children join formal sector for better earnings.

Spouse education has also effects on casual-employment. The coefficients are negative and significant which show that male workers having more educated spouses have less participation in casual employment.

Results show a negative relationship between spouse participation in economic activities and the decision to work as casual-employed in Southern Punjab (Pakistan). The study results indicate a positive relationship between spouse participation in economic activities in all estimated models in Southern Punjab. However, the results are insignificant.

Another important variable, household size has positive and significant effect across both models in male sample. Our study results are consistent with Hayami (2003). However, household size has no effect on workers’ decision as casual employed for female sample. Household size reveals positive significance on casual-employment in male sample. The can be due to that household heads with their low human capabilities prefer to be casual employed workers because of family financial pressure.

Joint family setup reveals no significance on casual-employment in male sample. However, joint family set up has positive effect on casual-employment in female sample. The reason may be that almost female heads with lack of quality education and family financially pressure are opt to casual employed workers in Southern Punjab (Pakistan).

The hypothesis is that with presence of assets, people prefer leisure to work and strong substitution effect is greater than the low income effect. The coefficients of presence of assets are significant and negative, indicating that casual-employment is decreasing with presence of assets. The results are consistent with Assaad et al. (2000).

The rural-urban migrant workers prefer to join labour market in order to earn. The study results highlight that the coefficients of rural-urban migrant are positive and statistically significant across all estimated models in all, male and female sample. The reason can be that the urban informal sector absorbs the migrant casual-employed workers and employment chances increase in urban areas of Southern Punjab (Pakistan).
V. Conclusion and Policy Implications

The present study examines the factors of casual employment in Southern Punjab (Pakistan). The logit regression estimates indicate that age, education, sex of the workers, parental education, spouse education, presence of assets have significant influence on casual-employment. It is also concluded that both the male and female casual employed workers are migrant and informal sector creates employment opportunities in urban areas of Southern Punjab. The study also found a positive relationship between workers’ casual-employment decision and household size in total sample. Result also points out that casual-employment diminishes with an increase in level of education.

Taking into consideration the above findings some policy implications are suggested. The regression results indicate the workers with increasing education levels are less likely to work as casual employed. So, there is a need for more educational opportunities for the expansion of productive employment in Southern Punjab (Pakistan). There is also a need for more proper employment opportunities creation both in rural and urban areas of Southern Punjab (Pakistan). Strategies can be undertaken for more convincing policies to invest more in order to create more employment opportunities for the both needy male and female workers. Government should also provide more jobs in urban informal sector. Public policy should also favor women in this preference by enhancing their opportunities in urban informal sector in Southern Punjab (Pakistan). The concerning authorities should keenly exert attention in order to improve the policy for minimum wage laws and regulation for labour.

References


