

**Department of Gender Studies
Faculty of Behavioral & Social Sciences
University of the Punjab, Lahore
Course Outline**



Program	BS Gender Studies	Course Code	GS-118	Credit Hours	3
Course Title	Women and Economic Empowerment				
Course Introduction					
<p>This course explores the multifaceted dimensions of women's economic participation and empowerment. This course investigates into theoretical frameworks, policy interventions, and practical approaches to understanding and enhancing the economic status of women globally and locally. By examining the intersectionality of gender with other social categories such as race, class, and ethnicity, students will critically analyze the barriers and opportunities for women's economic empowerment. The course aims to equip students with the knowledge and skills needed to advocate for gender-equitable economic policies and practices.</p>					
Learning Outcomes					
<p>By the end of this course, students will be able to:</p> <ol style="list-style-type: none"> 1. Critically evaluate the key theoretical perspectives on women's economic empowerment. 2. Analyze the impact of global and local economic policies on women's economic status. 3. Identify and assess the barriers to women's economic participation and propose strategies to overcome them. 4. Understand and articulate the role of education, technology, and entrepreneurship in promoting women's economic empowerment. 5. Conduct research on women's economic empowerment and present findings effectively. 					
Course Content				Assignments/Readings	
Week 1	Unit-I 1. Introduction to Women and Economic Empowerment (WEE) 1.1. Overview of the course			Sen, A. (1999). <i>Development as Freedom</i> . Oxford University Press. (Chapter 8).	

	<p>1.2. Importance of women's economic empowerment</p>	
	<p>1.3. Key Concepts and Definitions of Empowerment</p> <p>1.3.1. Features/components of Empowerment</p> <p>1.3.2. Process</p> <p>1.3.3. Agency</p> <p>1.3.4. Need for Women Empowerment</p> <p>1.3.5. Dimensions and levels of Women Empowerment</p>	<p>Tornqvist, A., & Schmitz, C. (2009). <i>Women's Economic Empowerment: Scope for Sida's Engagement</i>. Sida.</p>
Week 2	<p>Unit-II</p> <p>2. Approaches to Women Development</p> <p>2.1.1. Women in Development (WID)</p> <p>2.1.2. Women and Development (WAD)</p> <p>2.1.3. Gender and Development (GAD)</p>	<p>Muyoyeta, L. (2007). <i>Women, gender and development</i>. Women for Change, Zambia and 80: 20 Educating and Acting for a Better World, with support from Development Cooperation Ireland and Concern.</p> <p>(Chapter 2)</p>
	<p>2.2. Practical Approaches to Women Development</p> <p>2.2.1. The Welfare Approach</p> <p>2.2.2. The Equity Approach</p> <p>2.2.3. The Anti-Poverty Approach</p> <p>2.2.4. The Efficiency Approach</p> <p>2.2.5. The Empowerment Approach</p>	<p>Muyoyeta, L. (2007). <i>Women, gender and development</i>. Women for Change, Zambia and 80: 20 Educating and Acting for a Better World, with support from Development Cooperation Ireland and Concern.</p> <p>(Chapter 3)</p>

Week 3	Unit-III 3. Feminist Economics 3.1.1. Gross domestic product (GDP) 3.1.2. GDP per Capita (GDP) 3.1.3. Purchasing Power Parity (PPP) 3.1.4. Gender Inequalities Index (GII)	Nussbaum, M. (2000). <i>Women and Human Development: The Capabilities Approach</i> . Cambridge University Press.
	3.2. Indicators to Measure Women's Empowerment 3.2.1. Human Development Index (HDI) 3.2.2. Gender-related Development Index (GDI) 3.2.3. Gender Empowerment Measure (GEM)	Muyoyeta, L. (2007). <i>Women, gender and development</i> . Women for Change, Zambia and 80: 20 Educating and Acting for a Better World, with support from Development Cooperation Ireland and Concern. (Chapter 4)
Week 4	3.3. Frameworks to Measure Women's Empowerment 3.3.1. What and Why of Gender Analysis 3.3.2. Gender Analysis Benefits	March, C., Smyth, I. A., & Mukhopadhyay, M. (1999). <i>A guide to gender-analysis frameworks</i> . Oxfam. (Chapter 1)
	3.3.3. Choosing Framework	-do-
Week 5	3.4. Gender Analysis Frameworks and Tools 3.4.1. Moser Framework 3.4.2. Gender Analysis Matrix (GAM)	March, C., Smyth, I. A., & Mukhopadhyay, M. (1999). <i>A guide to gender-analysis frameworks</i> . Oxfam. (Chapter 2)

	<p>3.4.3. Capacities and Vulnerabilities Analysis Framework</p> <p>3.4.4. Women's Empowerment (Longwe) Framework</p>	-do-
Week 6	<p>Unit-IV</p> <p>4. Women Empowerment in National and International Development</p> <p>4.1. Feminist Strategies for Development</p> <p>4.2. The United Nations Conferences on Women</p>	<p>Muyoyeta, L. (2007). <i>Women, gender and development</i>. Women for Change, Zambia and 80: 20 Educating and Acting for a Better World, with support from Development Cooperation Ireland and Concern.</p> <p>(Chapter 6)</p>
	<p>4.3. Beijing platform of Action (1995)</p> <p>4.4. Gender Equality, Development and Peace for the 21st Century</p>	-do-
Week 7	<p>Unit-V</p> <p>5. Gender and Poverty</p> <p>5.1. Equalizing Property Rights</p> <p>5.2. Poverty and Female Headed Household</p> <p>5.3. Participation of Women in Decision-Making</p>	<p>March, C., Smyth, I. A., & Mukhopadhyay, M. (1999). <i>A guide to gender-analysis frameworks</i>. Oxfam.</p> <p>(Chapter 2)</p> <p>Kabeer, N. (2009). <i>Women's economic empowerment: Key issues and policy options</i>. Sida</p>
	<p>5.4. Access to and Control Over Productive Resources</p>	-do-

	5.5. Redistributing Reproductive Workloads	
Week 8	5.6. Gender disparities in the labor market 5.7. Role of Women in Informal Sector	International Labour Organization. (2019). <i>Global Wage Report 2018/19</i> . ILO.
	6. Initiatives for Poverty Reduction among Women 6.1. Role of Microfinance for economic empowerment of women 6.2. Grameen Bank and SEWA as case studies	Sigalla, R. J., & Carney, S. (2012). Poverty reduction through entrepreneurship: Microcredit, learning and ambivalence amongst women in urban Tanzania. <i>International journal of educational development</i> , 32(4), 546-554.
Week 9	6.3. Micro finance schemes in Pakistan 6.4. First Women Bank Limited 6.5. National rural support program (NRSP) 6.6. Benazir Income Support Program (BISP)	Khan, A. A., Khan, S. U., Fahad, S., Ali, M. A., Khan, A., & Luo, J. (2021). Microfinance and poverty reduction: New evidence from Pakistan. <i>International Journal of Finance & Economics</i> , 26(3), 4723-4733.
	Unit-VI 7. Technology and Economic Empowerment 7.1. Impact of Technology on Women's Economic Opportunities 7.2. Digital divide	UN Women. (2021). <i>Gender and Technology</i> . UN Women. Nikulin, D. (2017). The impact of ICTs on women's economic empowerment. <i>Catalyzing development through ICT adoption:</i>

		<i>the developing world experience, 15-24.</i>
Week 10	Unit-VII 8. Women Entrepreneurship Development 8.1. Women in Entrepreneurship 8.2. Problems Faced by Women Entrepreneurs	Brush, C. G., de Bruin, A., & Welter, F. (2009). <i>Women Entrepreneurs and the Global Environment for Growth</i> . Edward Elgar Publishing.
	8.3. Role of Government for Promoting Women Entrepreneur 8.3.1. Small-Medium Enterprise Development (SMEDA) 8.3.2. Women Business Incubation Centre(WBIC) 8.3.3. Women Chamber of Commerce	Goheer, N. A. (2003). <i>Women entrepreneurs in Pakistan</i> . Geneva: International Labour Organization. Qadri, A., & Yan, H. (2023). To promote entrepreneurship: factors that influence the success of women entrepreneurs in Pakistan. <i>Access J</i> , 4(2), 155-167.
Week 11	Unit VIII 9. Gender Pay Gap 9.1. Causes and Consequences of the Gender Pay Gap 9.2. Policy Measures to Address the Gap	Blau, F. D., & Kahn, L. M. (2017). The Gender Wage Gap: Extent, Trends, and Explanations. <i>Journal of Economic Literature</i> , 55(3), 789-865.
	9.3. Unpaid Care Work and Its Economic Value 9.4. Women's Work Policy Interventions	Folbre, N. (2001). <i>The Invisible Heart: Economics and Family Values</i> . New Press.
Week 12	Unit IX	FAO. (2011). <i>The State of Food and Agriculture</i>

	<p>10. Women's Economic Empowerment in Agriculture</p> <p>10.1. Women's Roles in Agriculture</p> <p>10.2. Barriers and Opportunities</p>	<p><i>2010-11: Women in Agriculture</i>. FAO.</p>
	<p>10.3. Smart Agriculture for Women Empowerment</p>	<p>Huyer, S. (2021). Gender-smart agriculture: An agenda for gender and socially inclusive climate-resilient agriculture.</p> <p>Nessa, K. (2024). Women Empowerment through Climate-Smart Agriculture in Southwest Region of Bangladesh. <i>Journal of Agriculture, Food and Environment (JAFE)</i>/ 2708-5694, 5(2), 42-51.</p>
<p>Week 13</p>	<p>Unit IX</p> <p>11. Polices and Plans for Women Empowerment and Development</p> <p>11.1. Strategies for Policy Advocacy for Women Empowerment</p> <p>11.2. Economic Policies Affecting Women Globally</p>	<p>UN Women. (2015). <i>Transforming Economies, Realizing Rights: Progress of the World's Women 2015-2016</i>. UN Women</p> <p>Mahapatro, M. (2014). Mainstreaming gender: Shift from advocacy to policy. <i>Vision</i>, 18(4), 309-315.</p>

		<p>World Bank. (2020). <i>Women, Business and the Law 2020</i>. World Bank Publications.</p> <p>Gupta, M. (2021). Role of NGOs in women empowerment: case studies from Uttarakhand, India. <i>Journal of Enterprising communities: People and places in the Global Economy</i>, 15(1), 26-41.</p>
	<p>11.3. National Policies and Plans for Women Empowerment</p> <p>11.4. Case Studies Of Successful Advocacy Campaigns</p>	<p>Gul, S., Iqbal, J., & Javed, A. (2022). Women Empowerment Policy-2017 of Khyber Pakhtunkhwa, Pakistan: Formation, Annual Funds Allocation, and Implementation Gap Analysis. <i>Journal of Accounting and Finance in Emerging Economies</i>, 8(1), 45-58.</p> <p>Weiss, A. M. (2012). <i>Moving forward with the legal empowerment of women in Pakistan</i>. Washington: US Institute of Peace.</p>
Week 14	Unit-X 12. Economic Profile of Pakistani Women	<p>Shahid, J. (2012). Position of Pakistani women in 21st century: a</p>

	<p>12.1. Changing Trends of Women's Work</p> <p>12.2. Employment Status and Wages</p>	<p>long way to go. <i>The Journal of Political Science</i>, 30, 69.</p> <p>Shah, N. A. (2011). 01 A Study of Social and Economic Activities of Women Entrepreneurs in Pakistan. <i>Journal of Gender and Social Issues</i>, 10(1).</p> <p>Raza, A., & Sohaib Murad, H. (2010). Gender gap in Pakistan: A socio-demographic analysis. <i>International Journal of social economics</i>, 37(7), 541-557.</p>
	<p>13. Role of International Organizations for Women's Empowerment</p> <p>14. National Organizations for Women's Empowerment</p>	<p>Berkovitch, N. (1999). <i>From motherhood to citizenship: Women's rights and international organizations</i>. JHU Press.</p> <p>Abbas, A., & Muneer, L. (2019). Women empowerment in South Asia: Role of women in development of Pakistan. <i>International Journal of Research in Humanities</i></p>

		<p><i>and Social Studies</i>, 6(2), 42-49.</p> <p>Shah, N. A. (2020). Role and Contribution of Non-Governmental Organizations in Women Empowerment: A Case Study of the All Pakistan Women's Association. <i>Building Sustainable Communities: Civil Society Response in South Asia</i>, 263-284.</p>
Week 15	15. Course Review	
	15.1. Review of key concepts	
	16. Final Presentations	
Week 16	17. Final Presentations	
	18. Students Project Presentation	
Textbooks and Reading Material		
Textbooks.		
<ul style="list-style-type: none"> • Muyoyeta, L. (2007). <i>Women, gender and development</i>. Women for Change, Zambia and 80: 20 Educating and Acting for a Better World, with support from Development Cooperation Ireland and Concern. • Nussbaum, M. (2000). <i>Women and Human Development: The Capabilities Approach</i>. Cambridge University Press. • March, C., Smyth, I. A., & Mukhopadhyay, M. (1999). <i>A guide to gender-analysis frameworks</i>. Oxfam. 		
Suggested Readings		
Books		

- Berkovitch, N. (1999). *From motherhood to citizenship: Women's rights and international organizations*. JHU Press.
- Brush, C. G., de Bruin, A., & Welter, F. (2009). *Women Entrepreneurs and the Global Environment for Growth*. Edward Elgar Publishing.
- Eagly, A. H., & Carli, L. L. (2007). *Through the Labyrinth: The Truth about How Women Become Leaders*. Harvard Business Review Press.
- Folbre, N. (2001). *The Invisible Heart: Economics and Family Values*. New Press.
- Kabeer, N. (2009). *Women's economic empowerment: Key issues and policy options*. Sida
- Nussbaum, M. (2000). *Women and Human Development: The Capabilities Approach*. Cambridge University Press.
- Sen, A. (1999). *Development as Freedom*. Oxford University Press.
- Yunus, M. (2007). *Creating a World Without Poverty: Social Business and the Future of Capitalism*. PublicAffairs.

Journal Articles/ Reports

- Abbas, A., & Muneer, L. (2019). Women empowerment in South Asia: Role of women in development of Pakistan. *International Journal of Research in Humanities and Social Studies*, 6(2), 42-49.
- Blau, F. D., & Kahn, L. M. (2017). The Gender Wage Gap: Extent, Trends, and Explanations. *Journal of Economic Literature*, 55(3), 789-865.
- Building Sustainable Communities: Civil Society Response in South Asia, 263-284.
- FAO. (2011). *The State of Food and Agriculture 2010-11: Women in Agriculture*. FAO.
- Gul, S., Iqbal, J., & Javed, A. (2022). Women Empowerment Policy-2017 of Khyber Pakhtunkhwa, Pakistan: Formation, Annual Funds Allocation, and Implementation Gap Analysis. *Journal of Accounting and Finance in Emerging Economies*, 8(1), 45-58.

- International Labour Organization. (2019). *Global Wage Report 2018/19*. ILO.
- Raza, A., & Sohaib Murad, H. (2010). Gender gap in Pakistan: A socio-demographic analysis. *International Journal of social economics*, 37(7), 541-557.
- Shahid, J. (2012). Position of Pakistani women in 21st century: a long way to go. *The Journal of Political Science*, 30, 69.
- Shah, N. A. (2020). Role and Contribution of Non-Governmental Organizations in Women Empowerment: A Case Study of the All Pakistan Women's Association. *Building Sustainable Communities: Civil Society Response in South Asia*, 263-284.
- Shah, N. A. (2011). 01 A Study of Social and Economic Activities of Women Entrepreneurs in Pakistan. *Journal of Gender and Social Issues*, 10(1).
- UN Women. (2015). *Transforming Economies, Realizing Rights: Progress of the World's Women 2015-2016*. UN Women.
- UN Women. (2021). *Gender and Technology*. UN Women.
- World Bank. (2020). *Women, Business and the Law 2020*. World Bank Publications.
- Weiss, A. M. (2012). *Moving forward with the legal empowerment of women in Pakistan*. Washington: US Institute of Peace

Teaching Learning Strategies

- Use a mix of lectures and interactive discussions to engage students in the learning process.
- Encourage them to critically analyze and discuss key concepts, theories, and case studies related to women's economic empowerment.
- Use Socratic questioning to promote deep thinking and understanding.
- Guide students through the process of analyzing the cases, identifying key issues, and proposing potential solutions.
- Quick presentations and discussion in Week 15 and 16 on given topic

Assignments: Types and Number with Calendar

- Assignments: Week 1, week 6

- Quizzes: Week 3, week 12
- Group presentations and project submission: Week 15 and week 16

Assessment

Sr. No.	Elements	Weightage	Details
1.	Midterm Assessment	35%	Written Assessment at the mid-point of the semester.
2.	Formative Assessment	25%	Continuous assessment includes: Classroom participation, assignments, presentations, viva voce, attitude and behavior, hands-on-activities, short tests, projects, practical, reflections, readings, quizzes etc.
3.	Final Assessment	40%	Written Examination at the end of the semester. It is mostly in the form of a test, but owing to the nature of the course the teacher may assess their students based on term paper, research proposal development, field work and report writing etc.