



Social Enterprise  
Development Centre



**INTERNATIONAL  
CONFERENCE  
ON  
GENDER, WORK &  
SOCIETY**

**CHALLENGES, OPPORTUNITIES AND PROSPECTS  
FOR WOMEN'S ECONOMIC EMPOWERMENT**

**APRIL 22-23  
2017**

**Suleman Dawood  
School of Business**

LAHORE UNIVERSITY OF MANAGEMENT SCIENCES  
[www.lums.edu.pk](http://www.lums.edu.pk)

**ICGWS 2017  
PROGRAMME SCHEDULE**

**Saturday 22<sup>nd</sup> April 2017**

Time	Activity	Session Title	Venue
9.30-10.00	Registration		SDSB Building Lobby
10.30-11.30	Inauguration	Mr. Syed Babar Ali Dr. Syed Sohail Hussain Naqvi, VC LUMS Dr. Jawad Syed, Dean SDSB Dr. Ghazal Mir Zulfiqar, Director SEDC	B-1 (SDSB Building)
11.30-12.00	Tea		Basement foyer area SDSB Building
12.00-13.00	Keynote Speaker Session	Professor Dr. Edwina Pio	B-1 (SDSB Building)
13.00-14.00	Lunch and Prayer Break		Executive Dining Hall (EDH)
14.00-15.30	Session 1. (a), (b), (c)	<b><u>(a) The Socio-Economic Empowerment of Women</u></b>	A-103 (SDSB Building)
	<b>Chair:</b> Dr. Sarah Shahed	<b>Title:</b> Has growth been good for women's employment in Pakistan? <b>Author(s):</b> Dr. Karin Astrid Siegmann, Dr. Hadia Majid	
		via [SKYPE] <b>Title:</b> The methodology of Mahila Samakhya: Understanding the Sangha as a space for empowerment <b>Author(s):</b> Dr. Niveditha Menon, Priyanka Guha, Neha Ghatak, Lokesh, Anita Goudar, Dr. Jyotsna Jha, Dr. Maithreyi R, Dr. Padmaja Pancharatnam and Shreekanth Mahendiran	
		<b>Title:</b> The Cost of Patriarchy: Creating a National Narrative for Women's Economic Empowerment in Pakistan <b>Author(s):</b> Dawar N. H. Butt	
	<b>Chair:</b> Dr. Faiza Ali	<b><u>(b) Leadership: Intersections, Challenges and Strategies</u></b>	A-203 (SDSB Building)
		<b>Title:</b> Feminism and Islam: Perspectives on gender justice <b>Author(s):</b> Al Waqas Bin Abi Zyad, Ayesha Syeda Wadood	
		<b>Title:</b> Intersections, Challenges and Strategies <b>Author(s):</b> Memoona Tariq, Dr. Jawad Syed	
		<b>Title:</b> The internal outsiders: a standpoint and intersectional perspective on power in organizations <b>Author(s):</b> Mariam Mohsin, Dr. Jawad Syed	
		<b>Title:</b> A critical review: Deconstructing challenges of women leadership: Using the Foucauldian lens of power relations <b>Author(s):</b> Nyla Aleem Ansari	

	<b>Chair:</b> Dr. Farzana Bari	<b>(c) Gendered Violence in South Asia</b>	A-204 (SDSB Building)
		<b>Title:</b> Abusive Supervision and Turnover Intention among Female Healthcare Professionals in Pakistani Hospitals <b>Author(s):</b> Heejab Abid, Dr. Ameer Abdul Basit	
		<b>Title:</b> Endemic Violence on Women in South Asia (A Comparative Study of India and Pakistan) <b>Author(s):</b> Dr. Shehzadi Zamurrad Awan	
		<b>Title:</b> Spousal Violence Against Working Women: A Study of the Association of Women's Access to Economic Resources and Violence Against them <b>Author(s):</b> Javeria Khalid, Dr. Misbah Tanveer Choudhry	
15.30-16.00	Tea		First floor foyer area SDSB Building
16.00-17.15	Panel Discussion <b>Chair:</b> Dr. Ghazal Mir Zulfiqar	<b>Practitioner Panel:</b> Ms. Fauzia Viqar (PCSW) Ms. Uzma Quresh (World Bank) Dr. Yasmeen Qazi (Gates Foundation) Ms. Salma Khalid (NRSP) Ms. Farwa Zafar (Professional)	A-104 (SDSB Building)
17.30-18.30	Keynote Speaker Session	Dr. Nafisa Shah	B-1 (SDSB Building)
19.30-21.30	Dinner		Executive Dining Hall (EDH)

**ICGWS 2017  
PROGRAMME SCHEDULE**

**Sunday 23<sup>rd</sup> April 2017**

Time	Activity	Session Title	Venue
9.30-11.00	Session 2. (a), (b), (c)	<b>(a) Women in the Informal Economy:</b>	A-103 (SDSB Building)
	<b>Chair:</b> Dr. Nida Kirmani	<b>Title:</b> "Who listens to the under-privileged?" The barriers and opportunities for home-based and domestic workers in Pakistan's Urban Informal Economy <b>Author(s):</b> Dr. Ammar A. Malik, Dr. Hadia Majid	
		<b>Title:</b> Rapid Urbanization and Environmental Degradation: The Economic Empowerment Impacts on Women in Informal settlements <b>Author(s):</b> Khadija Anjum, Hina Lotia, Arshed Rafiq, Irum Hamid	
		<b>Title:</b> The NGOization of Women's Resistance: An Analysis of the Home Based Worker Movement in Pakistan <b>Author(s):</b> Dr. Ghazal Mir Zulfiqar, Maheen Khan	
	<b>Chair:</b> Dr. Rashid Memon	<b>(b) Unpacking Interventions in Women's Economic Empowerment:</b>	A-203 (SDSB Building)
		<b>via [SKYPE]</b> <b>Title:</b> Impact of Women's Action Groups over Three Decades: Quasi-Experimental Approach to estimate the Economic Empowerment of Women in Three Districts in Bihar <b>Author(s):</b> Shreekanth Mahendiran, Dr. Jyotsna Jha, Neha Ghatak, Dr. Niveditha Menon, Dr. Maithreyi R, Dr. Padmaja Pancharatnam	
		<b>Title:</b> Perceived Women Empowerment and Islamic Microfinance <b>Author(s):</b> Dr. Humaira Asad, Sidra Nasir	
		<b>Title:</b> Microcredit, Poverty and Women Empowerment: A Food for Thought <b>Author(s):</b> Dr. Zahoor Khan, Dr. Shafiullah Jan	
		<b>Title:</b> Towards a Women's Economic Empowerment Index for Pakistan <b>Author(s):</b> Dr. Yasmin Zaidi, Dr. Shujaat Farooq	
		<b>Title:</b> Laboring Practices: Pakistan <b>Author(s):</b> Dr. Karin Astrid Siegmann, Dr. Julia Gruenenfelder	
	<b>Chair:</b> Dr. Ghufuran Ahmad	<b>(c) Gender Preference and Disparities in Health</b>	A-204 (SDSB Building)
		<b>Title:</b> Traditional Vs. Contemporary career patterns of women in Pakistan: A study of health sector <b>Author(s):</b> Saima Zubair, Dr. Amani Moazzam	
		<b>Title:</b> The impact of Social Exclusion on the Mental health of Gypsies <b>Author(s):</b> Ghalia Arfan, Kanwal Shoukat, Dr. Rabia Farooqi	

		<b>Title:</b> Expectation of old age security, gender preference and population growth <b>Author(s):</b> Anaum Ather Rana, Dr. Saeed Shafqat	
		<b>Title:</b> Who receives antenatal healthcare in Pakistan and where? A population-based study using Demographic and Health Survey data from 1990, 2006, and 2012 <b>Author(s):</b> Sacha Ahmad, Dr. Andrew Fogarty	
		<b>Title:</b> Driving the Change: Gendered Mobilities in Pakistan <b>Author(s):</b> Dr. Ayesha Masood	
11.00-11.30	Tea		First floor foyer area SDSB Building
11.30-13.00	Session 3. (a), (b), (c), (d)	<b>(a) <u>The Politics of Sexual Harassment</u></b>	A-103 (SDSB Building)
	<b>Chair:</b> Dr. Faiza Ali	<b>Title:</b> Is sexual harassment reported? An exploratory study of women victims working in different offices of Lahore-Pakistan <b>Author(s):</b> Nighat Yasmin	
		<b>Title:</b> Lifting the Lid: Sexual Harassment Experiences at Higher Education Institutes of Pakistan and Academic Satisfaction of the Female Students <b>Author(s):</b> Freeha Hussain	
		<b>Title:</b> Gender Harassment: Differences in Experience and Coping strategies of Males and Females <b>Author(s):</b> Rabia Tariq, Asma Anwar, Haya Fatimah	
		<b>Title:</b> Customer Related Social Stressors and Mental Health of Sales Girls: Moderating role of Sexual Harassment <b>Author(s):</b> Hira Sajjad, Muhammad Faran Ali	
		<b>Title:</b> Women, Body Coalitions and Resistance Tactics against Sexual Harassment: Working with, and through, Islamic Feminism in the Arab Middle East <b>Author(s):</b> Dr. Beverly Dawn Metcalfe, Dr. Charlotte Karam, Dr. Fida Founin	
	<b>Chair:</b> Dr. Azfar Nisar	<b>(b) <u>Gender and the Work Place.</u></b>	A-203 (SDSB Building)
		<b>Title:</b> Purdah beyond veil: Gendered interactions in Pakistani workplaces <b>Author(s):</b> Dr. Ayesha Masood	
		<b>Title:</b> Pakistani Hijabi women's work place experiences: An exploratory study <b>Author(s):</b> Dr. Shehla Riza Arifeen	
		<b>Title:</b> Social Upgrading of Women Workers in Industrial Clusters in Developing Countries: What Lessons Can be Learned from the Literature on Gender in Global Production Networks? <b>Author(s):</b> Dr. Peter Lund-Thomsen, Zartashia Ahmed, Dr. Lauren McCarthy	
		<b>Title:</b> Doing Gender and Negotiating Class in the Global Workplace: Pink Collar Work Pakistan <b>Author(s):</b> Dr. Yasmin Zaidi	
	<b>Chair:</b> Dr. Saba Gul Khattak	<b>(c) <u>Deconstructing the Gendered Dynamics of NGOs in Pakistan</u></b>	A-204 (SDSB Building)

		<b>Title:</b> Deconstructing Gender Empowerment Narratives: Community Development Workers as Constructed 'Agents of Change' <b>Author(s):</b> Dr. Shama Dossa	
		<b>Title:</b> Sociological Analysis of the Problems Facing by Women Working in NGOs <b>Author(s):</b> Zia Ullah Akhuzada, Sana Zeb	
		<b>Title:</b> Community based Health worker as a business model developed entrepreneur, brings women empowerment and built social capital <b>Author(s):</b> Dr. Muhammad Sarwat Mirza, Rahila Rahim, Rubina Jafferri, Dr. Adnan Khan, Dr. Sheikh Tanveer Ahmed	
		<b>Title:</b> Needs and Concerns of Women: A Study of Disaster-Prone Districts of Pakistan <b>Author(s):</b> Dr. Sadia Jahanzeb, Dr. Shahzad Ali Khan, Dr. Tabinda Zaman, Tania Humayun	
	<b>Chair:</b> Dr. Ehsan ul Haque	<b>(d) Cases Session</b>	A-104 (SDSB Building)
		<b>Title:</b> A'BAA: Journey of the veiled Entrepreneur <b>Author(s):</b> Neha Ekhlague, Dr. Shahid Qureshi	
		<b>Title:</b> Self-Reliance vs Self-Respect: A Dilemma for Working Women <b>Author(s):</b> Anam Ather Rana, Dr. Misbah Tanveer Choudhry	
		<b>Title:</b> Baidarie: Enhancing Women Empowerment through Microcredit Facility <b>Author(s):</b> Dr. Misbah Tanveer Choudhry	
13.00-14.00	Lunch and Prayer Break		Executive Dining Hall (EDH)
14.00-15.30	Session 4. (a), (b), (c)	<b>(a) Power and Gender Based Violence</b>	A-103 (SDSB Building)
	<b>Chair:</b> Dr. Karin Astrid Siegmann	<b>Title:</b> Impact of Exposure to Mass Media on Female Attitude towards Domestic Violence in Punjab: An Econometric Analysis <b>Author(s):</b> Muhammad Afzan Munir	
		<b>Title:</b> Do sexist attitudes influence men's perception towards the protection of women against violence bill 2016 <b>Author(s):</b> Waliya Zaffar, Farah Shahbaz, Haya Fatimah	
		<b>Title:</b> Domestic Violence and Female Adolescent's Career Orientation <b>Author(s):</b> Salma Khalil, Tayyaba Sohail, Muhammad Faran Ali, Inam-ul-Haq	
		<b>Title:</b> Earning as Empowerment?: The Relationship between Paid-Work and Violence in Lyari, Karachi <b>Author(s):</b> Dr. Nida Kirmani	
	<b>Chair:</b> Dr. Ahsan Rana	<b>(b) Women and the Rural Economy</b>	A-203 (SDSB Building)
		<b>Title:</b> Women's right of Inheritance: Manufactured Consent of Women in South Punjab <b>Author(s):</b> Iram Rubab, Anusheh Bakht Aziz	

		<b>Title:</b> Multi-stakeholder initiatives and women workers: A Case Study of Better Cotton Initiative in Pakistan <b>Author(s):</b> Ahmad Hassan	
		<b>Title:</b> Patriarchy, Public Policy and Land Rights for Women in Pakistan <b>Author(s):</b> Dr. Ghazal Mir Zulfiqar, Sanaa Rafique, Ayesha Khalid	
		<b>Title:</b> The Hidden Economic Backbone - Women in Agriculture <b>Author(s):</b> Sidra Mazhar, Mysbah Balagamwala, Haris Gazdar	
	<b>Chair:</b> Dr. Misbah Tanveer Choudhry	<b>(c) Women Entrepreneurship: Challenges and Opportunities</b>	A-204 (SDSB Building)
		<b>Title:</b> Life course perspective to work-life interface of women entrepreneurs: A case study of Pakistani fashion designers <b>Author(s):</b> Dr. Rafia Faiz, Aamna Mukhtar, Sahar Hayat Awan	
		<b>Title:</b> Women Entrepreneurship - Challenges and Opportunities <b>Author(s):</b> Jayyeda Taimoor, Syed Hussain Haider	
15.30-15.45	Prayer Break		
15.45-16.45	Keynote Speaker Session	Dr. Jawad Syed	B-1 (SDSB Building)
16.45-17.30	Closing Ceremony and Tea		B-1 (SDSB Building)

## CONFERENCE SCOPE AND CONTEXT

Women constitute roughly half of our population yet face unequal opportunities in access to social services, employment, judicial justice, political office and even public space. At the same time, millions of donor dollars are spent annually on gender equity enhancement programmes and public policy debates vigorously take up the cause of gender justice.

Our focus at this interdisciplinary conference is on women's economic participation and how patriarchal norms, social movements and globalization affect women's economic opportunities, and whether this actually translates into enhanced agency. This conference aims to bring together scholarship problematizing women's work, within and outside the household, in particular social, economic, political and historical contexts. The conference presents an interdisciplinary platform for participants to analyze and critique recent trends, innovations, and conditions related to gender, work and society, broadly defined. The conference is supported by the South Asian Academy of Management (SAAM). The conference aims to highlight both scholarship and praxis around gender, work and society.

## CONTACT

### Secretariat

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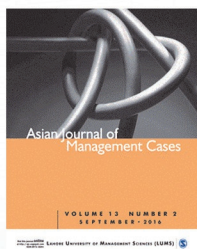
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