

Gender Discrimination In Selection On Bureaucratic Jobs: A Case Study Of Sindh Public Service Commission

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Abstract

This research has focused on gender discrimination in selection on bureaucratic jobs through Sindh Public Service Commission (SPSC). The study was conducted on secondary data collected from annual reports of SPSC. The data was analyzed by the Management tool (fourth-fifths rule) and Statistical technique (Chi-square goodness of fit test). Analysis through 4/5th rule showed that in the combined competitive examination of year 2011, there was huge gender discrimination against females in the appointments of Deputy District Officers' posts; and for the appointment on the posts of Section Officer, females were again discriminated as compared to males. Gender Discrimination in the appointment on the bureaucratic jobs was also assessed through Chi-Square goodness of fit test. Results yielded by the test showed that there was huge discrimination against females on the appointment of all bureaucratic jobs. This research has implications for the Government, Human Rights Activists and educated females.

Keywords: Gender, Discrimination, Sindh Public Service Commission, Bureaucratic Jobs.

تلخیص

زیر نظر تحقیق کا مطمح نظر سندھ میں صنفی امتیاز کا مطالعہ ہے۔ اس تحقیق میں محققین نے سندھ پبلک سروس کمیشن کے تحت منتخب ہونے والے افسران کے نمونے کو بطور تجربہ لیا ہے۔ منتخب نمونوں کا تجربہ شماریاتی تجزیوں کے تحت کیا گیا ہے اور "چوتھا-پانچواں رول" اور کائی اسکوائر ٹیسٹ کے ذریعے ۲۰۱۱ء میں ہونے والے سول سروس کے امتحانات کا جائزہ لیا گیا ہے۔ تجربات کے نتائج نے یہ بات ثابت کی ہے کہ سول سروس کے نتائج میں ڈیپٹی ڈسٹرکٹ آفیسر کی پوسٹ پر "صنفی امتیاز" واضح طور پر نظر آیا۔ زیر نظر تحقیق خصوصی طور پر حکومت، انسانی حقوق کے ماہرین اور خواتین کے حقوق کے ماہرین کے لیے انتہائی اہمیت کی حامل ہے۔

کلیدی الفاظ: صنف، امتیاز، سندھ پبلک سروس کمیشن

Introduction

Pakistan is among those countries where culturally, a subordinated social status is attached with women, which turns her vulnerable and shrinking position in society. Due to this discouraging situation, women has suffered a lot with mental and physical stress, absence of appropriate balance between work and family care, prejudiced treatment in the workplace, and gender discrimination. The term “gender discrimination” is refer as the unfair treatment of a person because of gender. Gender discrimination touches both men and women equally. Discrimination in employment takes place when any organization, persons, or governments take care of people in a different way because of their individuality like race, gender, or sexual orientation instead of their aptitude to do the job. Or one gender gets a smaller amount in terms of salary or job duties because of gender biased stereotypes and unfairness. According to Decenzo et al., (1996), “HRM is concerned with the staffing, training, development, motivation and maintenance of employees working in the organization. Staffing of employees is done through job analysis which is an organized process of gathering information used to categorize the responsibilities of each job (Gomez et al., 2005). Gender discrimination in the provision and use of resources is not uncommon in the workplace even in the more developed countries (Crosby, 1984; Ensher, Grant- 112 Sadia Shaukat, Aishah Siddiquah, & Anthony William Pell Vallone, & Donaldson, 2001; Greenhouse, 2004, Shauka, S., Siddiquah, A., & Pell, W.A, 2014). Further, gender disparities are specifically flagrant in the workplace. For example, typically women are preferred to work part-time basis, be employed in less-paid jobs and not take on management positions (Arulampalam et al, 2007, European Union, 2014).

In United States the major law regulating equal employment opportunity is the Title VII Civil Rights Act of 1964 (Noe et al., 2001). In 1972, congress passed an amendment to the legislation called Equal Employment Opportunity Act (Decenzo et al., 1996). It was established to remove the differences made by managers among its employees (Gomez et al., 2005). The idea of EEO can be liberal approach and radical. In Liberal approach equality is maintained among employees of the organization. Purpose of Radical approach is to make sure that organizations must follow the policies of affirmative action (Ali et al., 2008). Organizations used affirmative action program to prohibit and remove past discrimination (Noe et al., 2001). It is mainly used by government agencies and businesses (Gomez et al., 2005).

In the last 30 years, development process has gone through dramatic changes throughout the world. Similarly in Pakistan ,since 1980s an extensive range of governance reforms have been familiarized for improvement in public sector performance, economic growth, poverty reduction, citizen participation, greater accountability and transparency. Pakistan has also made some progress in terms of representation of women in governance

in the recent past (Jabeen, N. & Muhammad Zafar, 2010). Pakistan agreed to the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) signed in 1996 (UN report on CEDAW, 2011).

In Pakistan women have always been discriminated in every walk of life. According to the World Economic Forum's Global Gender Gap Report 2017, Pakistan (143) remains the region's lowest-ranked country and second-to-last ranked overall. It records some progress on closing the basic literacy gender gap, and on women's labour force participation (World Economic Forum, 2017: 23). Pakistan's refined labour participation rate⁸⁶ of 21.5 per cent for females (UNICEF, 2012). As per the recent report of United Nations Development Program (UNDP, 2015). Pakistan ranks 121st out of 155 countries in terms of its Gender Inequality Index. Though, employment opportunities have become much better in Pakistan but still there is gender inequality as women have less access of labor market opportunities and improper conditions of working environment. It is more difficult for women to find a decent job than men. It is important for women empowerment to give them the opportunity, resources, employment, political decision making, and quality education (Saigol, 2011).

Gender discrimination in public sector organizations of Pakistan is obvious that ministries have no female employees as per quota decided by the Government and they are not given promotions on time as well (Kiani K., 2011). Hence, as a matter of fact gender discrimination is quite common and well-documented in Pakistan (Kazi, 2011; Iqbal H, et al 2012; Delavande, A. & Zafar, 2013). While, this discrepancy in the public services is also common in South Asian countries like India, Pakistan and Bangladesh women underrepresented in higher decision making levels (Kabir, 2013).

The concept of Discrimination in employment is viewed as differences among individuals. In the perspective of Human Resource Management, it means differences among people (Gomez et al., 2005). According to Michalle (2011) ILO has cleared that there should not be any kind of segregation. No one should be given preferences because they belong to a particular class, race, gender, origin, religious belief etc. Biased attitude must be avoided which damage equal opportunity in employment. According to Imasogie M. (2010) "it is clearly stated by the Convention on the Elimination of Discrimination against Women that the gender discrimination must be avoided as it affects the status of women in the society. Women must be given equal opportunity of employment despite of being married or having children. Men and women both should have equal access of fundamental rights in each and every walk of life".

Literature Review

According to the Gender Gap Report (2016) "the global gender gap across education and economic opportunity and politics in the last 10 years has almost by 4%, whereas the

economic gap has closed by 3%”.According to Mor Barak & Michelle E. (2011) Discrimination in employment takes place when any organization, persons, or governments take care of people in a different way because of their individuality like race, gender, or sexual orientation instead of their aptitude to do the job and these measures impact the employees negatively in achieving promotions, or compensation. Legal researchers have given three theories on discrimination (Noe et al., 2001), which are:

1. Disparate treatment
2. Disparate impact
3. Reasonable accommodation

Disparate Treatment: It is a theory of discrimination. This is an intentional discrimination. It is based on unusual dealing with individuals because of their caste, creed, gender, origin, or disability (Dressler G., 2007). If a manager discriminates among employees because of the above mentioned characteristics then it means disparate treatment has taken place in the organization (Gomez et al., 2005). For example: A woman with children was refused for the job in an organization but a man with children was hired for the same job by the manager (Dressler G., 2007). In this situation the applicant has to prove that discrimination has occurred (Dressler G., 2007). Applicant meets prima facie burden by showing four things (Noe et al., 2001) and may follow the following procedure:

- a. Applicant should belong to a protected class
- b. Applicant was eligible
- c. But discarded by the employer
- d. Employer continues seeking or hires someone else with similar qualification.

Once applicant proves the prima facie, then employer has to provide a circumstantial evidence. It is not a direct evidence of discrimination. The employer simply produce legal reason that person hired was more qualified than applicant. If employer proves nondiscrimination then applicant has to prove that reason given by employer is just an excuse (Noe et al., 2001).

Disparate Impact: It is also a theory of discrimination (Noe et al., 2001). It is also known as the adverse impact. It takes place when employer has same behavior with everyone in his staff although somehow it has negative influence on some workers (Gomez et al., 2005). It means employer has discriminated one group than the other (Dressler G., 2007). For example: A company hires employees based on their height then women will be hired less because women are generally of shorter height as compared to men. This will have a negative impact on women. Under this situation the applicant has to prove that employment practices are affecting protected class or group more as compared to the majority group (Noe et al., 2001). The employer can show that such

employment practice is a business necessity. Business necessity is like a defense. It is formed by the courts. It shows that there is a business need or purpose behind the discrimination (Dressler G., 2007).

Reasonable Accommodation: It is a new theory of discrimination. It is a duty of an employer to accommodate those employees; who are physically disabled or belong to a minority or a protected group. But if an employer fails to keep equality among employees because of their religion, physical disability etc. then this theory is being violated (Noe et al., 2001).

Equal Employment Opportunity

It is a result of government's struggle to provide equal opportunity of employment¹ to one and all, regardless of their belief, culture, creed, color, origin, or gender. In United States the major law regulating equal employment opportunity is the Title VII Civil Rights Act of 1964 (Noe et al., 2001). In 1972, congress passed an amendment to the legislation called Equal Employment Opportunity Act (Decenzo et al., 1996). It was established to remove the differences made by managers among its employees (Gomez et al., 2005). Laws of equal employment opportunity are not essentially alike in every country (Noe et al., 2001). For example in Japan, the analysis about career track of 1990s, shows little effect of the law on female employment (Abe 2010, 2011). The idea of EEO can be liberal approach and radical. In Liberal approach equality is maintained among employees of the organization and discrimination is avoided completely when both women and men are judged on same grounds. Purpose of Radical approach is to make sure that organizations must follow the policies of affirmative action (Ali et al., 2008).

Following are the major Equal Employment opportunity laws that affect human resource issues at work place (Gomez et al., 2005):

- The Equal Pay Act of 1963
- Title VII of the Civil Rights Act of 1964
- The Age Discrimination in Employment Act of 1967
- The Americans with Disabilities Act of 1990

All these above laws are based on one concept and that is to provide equal employment opportunity to everyone whether they belong to any race, sex, or age.

Human Resource Laws Related with Gender Discrimination: An overview

The Fourth-Fifths Rule

It is also known as the "Rule of Thumb". It is established by the standardized procedure on worker assortment measures.² It is a practical device to keep an eye on serious issues

regarding employment decisions (Decenzo et al., 1996). According to fourth-fifths rule there is a tendency of disparate treatment in the organization. For instance, in case the manager has not appointed the applicant of protected group in accordance with fourth-fifths, means 80% of the employing tempo for the majority group (Noe et al., 2001). It is referred as a disparate rejection rates (Dressler G., 2007). For example: An applicant pool of the organization consists of white candidates which are 80 and black candidates which are 40 respectively. After the examination organization hired forty eight white applicants and 12 black applicants. Disparate impact is proved by the fourth-fifth rule:

White applicants= $48/80=60\%$

Blacks applicants= $12/40=30\%$

This shows adverse impact against black applicants (Noe et al., 2001).

Restricted Policy

It is a test which analyzes adverse impact. It is used to find that whether discrimination was done intentionally or unintentionally (Dressler G., 2007). It takes place when policies of organization ignore a class of individuals (Decenzo et al., 1996).

Population Comparison or Geographical Comparison

It is used to compare the percentage of the minority group or qualified applicants with others in the labor market or their existing employees (Dressler G., 2007). If the characteristics of both groups are same then organization is in the compliance (Decenzo et al., 1996).

Mc. Donnell-Douglas Test

This test is used to show that the applicant was suitable according to the post but discarded and employer kept the post open and continued to look for other applicant. This is used to show the disparate treatment. The U.S. court has put four conditions to use this approach (Dressler G., 2007):

- a. Applicant must belong to a protected class
- b. Applicant must be qualified for the job
- c. Applicant was rejected despite of being applicable
- d. After rejection employer kept looking for others

Griggs v. Duke Power

It is concerned with employment discrimination and adverse impact³. If the courts find that company is discriminating because of some business requirement or business need

(Noe et al., 2001) than necessary decision will be given to deal the situation. For example: Male persons are hired for male restroom.

Studies on women's on gender discrimination in job opportunities have indicated that sex is a common barrier for women's career advancement in the academic workplace; institutional factors contribute to gender inequalities with resulting effects on earning gaps and prospects for career mobility (Chang, 2000; Kulis, 2002; Singh and Vinnicombe, 2003 & Gold, 2003). Kazi G. (2011) conducted research on gender discrimination in job opportunities and impact of gender awareness in public sector organizations. She concluded that most women work on administrative posts or on contract with fixed pay package and no career ladder. There was no female representation in BS 20-BS 22, which clearly showed glass ceiling. Female job quota was also not fully utilized. Eagly A. et al., (2003) had conducted a research on the female leadership advantage: an evaluation of the evidence. Results were that; men were hired for those jobs which can only be performed by men and women were hired for those jobs which are suitable for women only. If women show dominancy then they were disliked. Men were promoted more in those professions where men were in majority but increased chances of quitting job for women and in such professions women show less performance as compared to men. Tower G. et al. (2009) conducted research on failing the final exam in equal employment opportunity. He concluded that the level of equal employment opportunity was disappointing. 90% equal employment opportunity issues were not resolved. There was high level of transparency regarding equal employment opportunity practices in Anglo American universities because they put forth influence on the general public. But overall transparency was very low. Policies were not clear and vague. Abe Y. (2010) noticed in the research on the equal employment opportunity law and labor force the behavior of women in Japan and he concluded that the equal employment opportunities laws did not increase the participation of graduated married women in the regular employment. Married women are more as permanent workers as compared to single. Hence, in case of the safe work environment along with acceptable conditions, still in many situations traveling to work may generate a level of exposure that disrupts due to gender role stereotype societal norms attached with women (Ali 2012, World Bank 2006). There was increase in temporary jobs after the implementation of equal employment opportunity laws.

The above noted literature reviewed has clearly stated that the gender discrimination in selection on bureaucratic jobs is found all over the world. This situation is not encouraging picture for women. Gender inequalities in the labour market, occupations and at the workplace have quite common even today as an important characteristic of the social and economic relations in many countries. (Strachan et al ,2015). Though, uniformity between women and men is documented in the constitutions of India, Pakistan, Sri Lanka and Bangladesh, and these countries forbid discrimination on the basis of gender (Ali, 2010).

Particularly Pakistani women, despite of their capabilities and knowledge, have been deprived of equal opportunities to pursue their career as a public servant. According to the report of UNDP, 2018 and according to the Human development Index (HDI)'s, Pakistan was ranked at 150 among 189 countries. Whereas, in Pakistan many researches have been conducted to explore this perspective. For instance, Ahmad E. et al., (2007) conducted case study on labor supply and earning functions of educated married women. Conclusion was that women with higher level of education participated more. Increase in husband's wage reduced the probability of women participation. Women living in joint families were not socially constrained from participation. Women participation increased with the increase in wages. Earning of women depends on their profession. Teachers and lower medical staff earn less while doctors earn more. Other factors affecting earning of women were skill and education, field of work and remoteness. With regard to women participation, Sajid M. et al., (2011) conducted research on determinants of labor force participation of married women: a case study of district Gujarat. He found out that a very low participation of women in the society. The reasons were literacy status, area of residence (rural and urban), family system, family size and education of husband.

Waqas et al., (2010) conducted research on cultural barriers in women empowerment, a sociological analysis of Multan, Pakistan. Results have shown that females were not provided same opportunities for education as males. Gender based constraints that women face was offensive behavior of managers, no respect from subordinates, less benefits and facilities like day care center, hurdle to fulfill the responsibilities both at work front and home chores and poor working environment.

Pakistani bureaucracy had inherited the colonial British Weberian model, since its inception in 1947 (Braibanti, 1966, Tanwir, M., 2014). The Public Service Commission, Pakistan, was set up for the first time in British India in 1926. After independence, the Commission was established in Pakistan in 1947 under the provision of Act 1935. At present, the commission is functioning under article 242 of the constitution of Pakistan. It recruits only 7.5% on open-merit while 92.5% are recruited on quota-basis (Khalid, B.S., 2010).

Sindh is the second largest province of Pakistan in term of population. It is developed region having 23 districts, more than 1000 Million industrial units, industries, road and infrastructure and high literacy ratio. The Sindh Service Public Commission (SPC) was established on 1 August 1947, fairly among all the districts disparities. It is responsible for smooth running of the affair related to the scrutiny, test, and interviews for hiring of human resources for initial regular appointment to civil posts as per the procedural guidance (SPC, 2019). The Sindh province has only 20% quota in Federal Public Service commission, (Shezad, K., 2017) which leads to stand less participation of its population in Policy –making at federal level.

Gender inequalities in the labour market, occupations and at the workplace have been, and remain today, a feature of the social and economic relations in most nations. The universality of gender inequality remains. This has major human rights implications and is recognized as having a profound economic impact:

“People and their talents are two of the core drivers of sustainable, long-term economic growth. If half of these talents are underdeveloped or underutilized, the economy will never grow as it could”. Indeed, “companies who fail to recruit and retain women—and ensure they have a pathway to leadership positions—undermine their long-term competitiveness” (Schwab, 2014).

The aim of this research study is to analyze gender discrimination in the selection on bureaucratic jobs in Pakistani society at Sindh provinces level, through Sindh Public Service Commission (SPSC) and to explore the similarities and differences in the selection process in Pakistani context. The key focused is to understand this issue from the employment process adopted by the Government for high cadre Government and examine the selection process of individuals through their gender lens in the province of Sindh. Under these circumstances, this research is an effort to shed light on these issues. Quality between women and men is recognized in the constitutions of India, Pakistan, Sri Lanka and Bangladesh, and these countries prohibit discrimination on the basis of gender (Ali, 2010, pp. 38–43).

Research Methodology

This is an exploratory cum comparative research study is conducted to identify the gender discrimination in appointments on Gazetted jobs-bureaucratic - through Sindh Public Service Commission. In this research extensive research and analysis of content are focused. In the extensive research superficial type of the research is conducted i.e. gender discrimination was assessed in the employment in Pakistan; therefore the researcher used the Sindh province as sample for the present study and variables are gender and employment.

The analysis of content carries out the research in an organized way. It makes the research understandable easily to everyone. Main source of data collection is through secondary and tertiary data. The documentary information sourced from reports, registers, minutes of meetings, journals and books were also immensely helpful in the study. However, for this research the internal source of data collection used is internal annual reports of Sindh Public Service Commission (SPSC).

For a further deep understanding in this research study, the researchers were used two important statistical tools for the analysis in terms of gender discrimination in Gazetted jobs-bureaucratic jobs through Sindh public service commission (SPSC). The researchers were utilized the above noted tools to comprehend the gender based distinctions for better understanding of the topic and presented the analysis separately, following were the statistical tools used in the study:

- 1- The fourth-fifths rule
- 2- Chi-Square for goodness of fit test.

The fourth-fifths rule is a practical device to keep an eye on serious issues regarding employment decisions.⁴

For this study, the application of the rule will help to know whether there is a disparate impact in the Sindh public service commission (SPSC). This will further help to know that whether or not, the employment rate of women is according to the rule, 80% of the hiring rate for the majority group at Sindh public service commission. Hence, if the analysis shows that the percentage is less than 80% than statistical testing is needed to confirm or reject that there was an adverse impact.

Chi-square for goodness of fit test is used to know how confident we are that there are relations between the variables in the population. It calculates the expected frequency or value of each cell. This test is used to find how likely it is that two variables are associated. The Chi-square value means nothing on its own and it is meaningfully interpreted only in relation to its associated level of statistical significance. Statistical significance of Chi-square does not depend only on magnitude but also on the number of categories of the two variables (Bryman & Bell., 2007).

In the present study two variables were used as gender and employment. Furthermore, gender was divided into two categories: male, female and following study hypothesis was made to investigate the issues in existing set-up of Sindh Public Service Commission (SPSC):

Hypothesis

Following hypothesis has been drawn that:

H₁: Selection rate of males is more than females through Sindh Public Service Commission (SPSC) for bureaucratic jobs.

H₀: Selection rate of males is not more than females through SPSC for bureaucratic jobs.

Results & Discussions

The aim of this study was to explore the position of women in the civil services with reference to Pakistan. Similarly, it is evident from the report of Sindh Public Service Commission, Annual Report of 2011 that there is gender discrimination against females in the appointment of Section Officer's posts. Though in the Sindh Public Service Commission exam offers equal opportunity for men and women and mainly the recruitment process based on merit at the time of employee induction but the bureaucracy as a system and its access to power and authority rests constrained to men.

Analysis by the Fourth-Fifths Rule

In this research, the fourth-fifths rule and Chi-Square for goodness of fit test were applied for monitoring number of male & female applicants appeared in the Deputy District officer, Section officer and in combined competitive examination.

Deputy District Officer (BPS-17)

Table:1
Number of male & female applicants in combined competitive examinations (Deputy District Officer B-17)

	Male	Female
Total Applicants	400	204
Appointed Applicants	40	3

Source: Sindh Public Service Commission, Annual Report 2011.

Here majority group is male & minority group is female

Male	Female
<u>Appointed Male Applicants</u>	<u>Appointed Female Applicants</u>
Total Male Applicants	Total Female Applicants
40/400=10%	3/204=1.47%
Rate of minority /Rate of Majority	
1.47/10 = 14.7%	
14.7% < 80%	

The above statistic showed that only 14.7 % female were appointed, which is much less than male appointment(80%), therefore there is huge gender discrimination against females in the appointment of Deputy District Officer's posts.

Moreover, this results further yielded by the application of the fourth-fifths rule showed that in year 2011, in combined competitive examinations for the posts of Deputy District Officer, appointment of the minority group (females) was only 14.7% percent of the appointment of majority group (males). As the appointment of minority group (14.7%) is less than (80%) of the appointment of majority group, hence there was gender discrimination against females in these appointments.

Section Officer (B-17)

Table:2
Number of male & female applicants in combined competitive examinations
(Section Officer B-17)

	Male	Female
Total Applicants	113	22
Appointed Applicants	60	4

Source: Sindh Public Service Commission, Annual Report 2011.

Here majority group is male & minority group is female.

Male	Female
<u>Appointed Male Applicants</u>	<u>Appointed Female Applicants</u>
Total Male Applicants	Total Female Applicants
60/113=53%	4/22=18.18%
Rate of minority /Rate of Majority	
18.18/53 =34%	
34% < 80%	

Keeping in view the above noted figure, it is revealed that as 34 % is less than implication of the fourth-fifths rule or (80%), therefore it can be said that there is gender discrimination against females in the appointment of Section Officer's posts in the province of Sindh. Furthermore, the application of fourth and fifth rule showed that in year 2011, in combined competitive examinations for the posts of Section Officer, appointment of the minority group (females) was 18.18 percent of the appointment of majority group (males). As the appointment of minority group (18.18%) is less than (80%) of the appointment of majority group, thus, the study results bring the information that there was gender discrimination against females in these appointments and the government prefers to employ the male in the bureaucratic jobs.

Analysis by Chi-Square Goodness of Fit Test

Combined Competitive Examination

Table:3
Number of male & female applicants in combined competitive examination

	Male	Female	Total
Observed Frequency	121	7	128
Expected Frequency	76.8	51.2	128

Source: Sindh Public Service Commission, Annual Report 2011.

$$\begin{aligned}
 \chi^2 &= \sum \frac{(O_i - E_i)^2}{E_i} \\
 &= \frac{(121 - 76.8)^2}{76.8} + \frac{(7 - 51.2)^2}{51.2} \\
 &= \frac{(44.2)^2}{76.8} + \frac{(-44.2)^2}{51.2} = \frac{1953.64}{76.8} + \frac{1953.64}{51.2} \\
 &= 25.43815 + 38.15 \\
 &= 63.58815
 \end{aligned}$$

We test at the 5% level of significance ($\alpha=0.05$), the critical value of χ^2 with one degree of freedom is 3.84. As $63.58815 > 3.84$.

On the basis of these statistical findings, it is revealed that the null hypothesis has to be rejected and the alternative hypothesis is accepted in the present study that "Selection rate of males is not more than females through SPSC for bureaucratic jobs". Therefore, the application of statistical: the fourth-fifths rule and chi-Square for goodness of fit test, both test results has confirmed that the political, social and economic performance of women is seen and there is huge gender discrimination against females in the appointment of Deputy District Officer's posts and section officers post at Sindh Province level as the.

Gender Discrimination in the appointment on the bureaucratic jobs was assessed also through the Chi-Square goodness of fit test. The present study is premised on the hypothesis that selection rate of males is not more than females through SPSC for bureaucratic jobs. Results yielded by the test showed that $\chi^2=63.588$ which was compared against critical value of χ^2 with one degree of freedom at 5% level of

significance, the value of which is 3.84. As 207.368 is much more than 3.84, which showed that there was huge discrimination against females in the appointment of bureaucratic jobs. Hence, this statistical test was also confirms that there is a noticeable gender –based discrimination in the province.

Conclusions

In any patriarchal society women role is generally limited to household affairs as a subordinate and this situation is quite common in Pakistani society. Women participation in political, economic, and social sphere is not cheered. Descriptive statistics of the present study has indorsed the findings of previous studies like (Qureshi, S, et al., 2013), which reported the unadulterated gender differences in bureaucratic jobs. In all spheres of life, Pakistani women have been discriminated, negate equality to women, and seek to exclude them from the public sphere (Bhattacharya, 2013). Yet, women have only been included as supplements by being given a nominal quota in local government. Likewise, entrance to and control over resources, entitlement to rights and power sharing are still unequally distributed between men and women (Saigol, 2011). Hence, women presences are likely inactive which endorses most common perception that women should stay out of politics. The elements of class and patriarchal dominance stand to consistently oppress women.

The present study revealed that the political, social and economic performance of women is seen and there is huge gender discrimination against females in the appointment of Deputy District Officer's posts and section officer's post at Sindh Province level. The result of present study confirms the result of a qualitative study conducted by Fiza Ali (2013) at Lahore to scrutinize the women working problems in Pakistani organizations and suggests that it is very important to address socio-cultural issues fronting women in order to support gender equality in organizations or workplace. Similarly, it is evident from the report of Sindh Public Service Commission, Annual Report of 2011 that there is gender discrimination against females in the appointment of Section Officer's posts. Though in the Sindh Public Service Commission exam offers equal opportunity for men and women and mainly the recruitment process based on merit at the time of employee induction but the bureaucracy as a system and its access to power and authority rests constrained to men.

Based on the result of the study, it can be concluded that the recruitment attitude towards women's access into politics especially in the appointment on the bureaucratic jobs has begun to change from that of total rejection to limited encouragement at Sindh level. Although, the speed of this socially transformative trend is in slow the bureaucracy jobs due to the social and cultural influences. In this regard an attitudinal change is required in both men and women as women face more problems as compared to the

man. However, the present study did not find out the difference in quality of job performance on the basis of the gender.

Recommendations

On the basis of the above-noted results, it is suggested that a strong advocacy campaign is needed to encourage women participation in bureaucratic jobs. In this context, a gender equivalence perspective should be institutionalized in all sphere of life. The perception that women are meant for household activities and rearing children needs to be transformed into a feeling of equal partnership of women and men at all level especially in recruitment process and an equal employment opportunity laws must be followed.

This research strongly recommends that to formulate gender-sensitive and supportive government policies. The government should integrate a gender perspective into any public policy as women's representation constitutes half the population in the Country. It is also suggested that there is a dire need for real empowerment of women and to strengthen this recent trend as viewed in the present study. Women's entry into politics especially in appointment on the bureaucratic jobs has begun at Sindh level, through orientation courses and training programmes for officials and elected representatives, both men and women. Likewise, for better economic growth it is necessary for the State to follow gender equity policy.

End Notes

1. It provides uniform guidelines for employers to follow in administering promotional examinations.
2. According to fourth-fifths rule, discrimination occurs when :
 - More than fourth-fifths of a company's work force are majority members.
 - Less than fourth-fifths of applicant in minority group are accepted for employment in a job category.
 - The percentage of minorities group in and any ethnic or gender group is less than of fourth-fifths of the percentage in the surrounding labour force.
 - The selection rate of any minority group is less than fourth-fifths of the selection rate for the highest group.
3. Duke Power Company was a public utility corporation. On December 14, 1970, a court case argued before the Supreme Court of the United States. It concerned employment discrimination and the court ruled that the company's employment requirements did not pertain to applicants' ability to perform the job, and so were discriminating against black employees. Furthermore, the court ruled that, even if the motive for the requirements had nothing to do with racial discrimination,

they were nonetheless discriminatory and therefore illegal. In its ruling, the Supreme Court held that employment tests must be “related to job performance.”

4. Generally, this statistical model is suitable for the condition where the score of each applicant is measured as a random sample from one common distribution of scores.

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