

**DETERMINANTS OF EMPLOYMENT OF EVER-MARRIED WOMEN-
MODERATING EFFECT OF ICT: EVIDENCE FROM THE DEMOGRAPHIC AND
HEALTH SURVEY 2017-18, PAKISTAN**

By

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Abstract

The aim of this research is to find out the determinants of employment of ever-married women in Pakistan and to see the moderating effect of ICT, using the Demographic and Health Survey of Pakistan, 2017-18. The determinants of employment of women are divided into three segments: (1) demographic and socio-economic factors, (2) cultural norms, beliefs and attitudes, and (3) access to institutions (credit and health). The moderating effect of ICT is then determined by creating interaction terms with the mentioned determinants. The research is carried out using the total women's observations (n=15,068) and women's questionnaire from the women's data provided by DHS 2017-18. The empirical results of the underlying study suggest that demographic and socio-economic factors have a positive and significant impact on employment of women with and without the inclusion of ICTs. However, cultural beliefs and attitude inhibit the employment of women even when technological advancement is introduced to the model. Women's access to financial institutions along with the use of ICTs makes them more capable of availing income-generating activities where as access to health institutions impacts employment of women adversely. The results of the study can hence be associated to the traditional, cultural and social factors prevalent in the patriarchal society of Pakistan where women are marginalized in terms of their restricted mobility and limited access to economic resources. Nonetheless, use of information and communication technologies (ICTs) has opened up innovative opportunities for women that are essential for their well-being and enhanced status in the society. Based on the findings of the research, some key policies and future line of inquiry has been put forward for policy makers and researchers such that women's decision-making power in terms of employment and other life decisions can be improved, despite the cultural and social barriers that exist in the society.

Keywords: women employment, cultural barriers, technological information, institutions, patriarchal society, domestic violence, working status, mobility.

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