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IMPACT OF GLOBALIZATION ON THE ECONOMIC EMPOWERMENT OF WOMEN IN PAKISTAN

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ABSTRACT

In this study the impact of globalization on women's economic empowerment in Pakistan is examined which is a significant issue within the general debate of gender equality. To examine the impact of globalization on women's employment with its economic, social, and political dimensions, a time series analysis is performed for the period between 1980 and 2020. The findings demonstrate that economic, social, and political globalization have varied influences on women's employment. While economic globalization has a negative influence on employment in both the short and long term, social and political globalization has a negative effect at first but then becomes favorable. The level of development, gender norms, and data restrictions in Pakistan all contribute to these dynamics. While economic empowerment accelerates growth in the social, cultural, and political domains, further research into sectoral analysis and national efficiency components is required for a more complete understanding. Despite ongoing hurdles, Pakistan has made tremendous progress in increasing women's labor-force participation since the 1990s. Policy reforms, empowerment programs, and gender-responsive trade agreements are critical for sustaining long-term and inclusive growth. Continuous education, legislative reforms, and efficient policy execution are essential for building a more fair environment for women.

Anahtar Kelimeler: Globalization, economic empowerment of women, Pakistan

KÜRESELLEŞMENİN PAKİSTAN'DA KADINLARIN EKONOMİK GÜÇLENMESİ ÜZERİNDEKİ ETKİSİ

ÖZ

Bu çalışma, küreselleşmenin Pakistan'da kadınların ekonomik güçlenmesi üzerindeki etkisini, toplumsal cinsiyet eşitliği konusundaki daha geniş söylem içinde kritik bir konu olarak incelemektedir. Küreselleşmenin, 1980-2020 dönemi için ekonomik, sosyal ve politik boyutlarıyla kadın istihdamı üzerindeki etkisini incelemek üzere bir zaman serisi analizi gerçekleştirilmiştir. Bulgular, ekonomik, sosyal ve politik küreselleşmenin kadın istihdamı üzerinde belirgin etkilere sahip olduğunu ortaya koymaktadır. Ekonomik küreselleşme, istihdamı hem kısa hem de uzun vadede olumsuz etkilerken, sosyal ve politik küreselleşmenin başlangıçta olumsuz etkileri daha sonra olumluya dönmektedir. Bu dinamikler, Pakistan'ın gelişmişlik düzeyi, cinsiyet normları ve veri kısıtlamaları gibi faktörler tarafından şekillendirilmektedir. Ekonomik güçlenme, sosyal, kültürel ve politik alanlarda ilerleme için bir katalizör görevi görürken, daha kapsamlı bir anlayış için sektörel analiz ve ulusal verimlilik bileşenlerini içeren daha fazla araştırmaya ihtiyaç vardır. Devam eden zorluklara rağmen, Pakistan 1990'lardan bu yana kadınların işgücüne katılımında önemli ilerlemeye tanık olmuştur. Politika reformları, güçlendirme programları ve cinsiyete duyarlı ticaret anlaşmaları, sürdürülebilir ve kapsayıcı büyümeyi teşvik etmek için önemli unsurlardır. Sürekli eğitim, yasal reformlar ve etkili politika uygulamaları, kadınlar için daha eşitlikçi bir ortam yaratmak için elzem olmaya devam etmektedir.

Keywords: Küreselleşme, kadınların ekonomik olarak güçlenmesi, Pakistan

1. Introduction

Although there is limited literature about the challenges men face in society, there have been many works about the empowerment of women. This is one of the most popular topics of the modern era, influencing developed and developing countries. The economic, social, and political status of women and the challenges they face in professional and public life continue to be a significant area for improvement.

Throughout history, women have often engaged in secondary roles compared to men, as highlighted by Özbey and Bardakçı (2019). Starting from the 17th century, various historical events, such as geographical explorations, the French Revolution, the Industrial Revolution, global conflicts, and technological advancements, have encouraged developing nations to adopt a “global culture”. In this culture, integrating women into every aspect of society has become crucial for these nations to keep up with developed countries.

Over the past four decades, the emphasis on gender equality has increased globally. Many societies, national and international institutions, global companies, and organizations have committed to decreasing gender inequality as a key element of sustainable economic growth. While developed nations have followed similar paths in improving women’s roles in their societies, it is difficult to establish a universal model for developing countries.

Pakistan is considered a distinctive case in this context, placed between the forces of Islamization and modernization. To examine its exceptional standing, its recent historical and political developments and its experiences with globalization should be analyzed. In patriarchal societies like Pakistan, advancing women’s status is a challenging task due to their strict adherence to social and cultural traditions. In such traditional communities, men mostly are in charge of decision-making authority, and Pakistani women face a dual challenge, trying to improve their economic and political standing while confronting strong traditional norms and gender inequality. At the same time, they try to improve their overall life quality through the opportunities provided by globalization.

The literature often describes women’s empowerment as an issue with four primary dimensions—economic, social, cultural, and political—with particular focus on the economic dimension because of its significant impact on other aspects. Therefore, this study concentrates on examining globalization’s influence on women’s economic empowerment in Pakistan.

2. Literature review

2.1. Globalization and gender issues

Globalization has transformed the world into a global village, but gender discrimination remains a major threat in every society. While many countries have benefited economically, socially, and culturally from globalization, a pervasive threat is the increasing level of gender inequality. This is evident in the way globalization has pushed workers in certain developing countries below the poverty line. Instead of being compensated fairly for their efforts, these workers frequently receive insufficient pay, leading to a miserable life. Unfortunately, the bulk of these destitute workers are women, who confront both exploitation from their employers and obstacles within their communities.

Scholars suggest that globalization’s gendered effects stem from pre-existing inequities. Thorin (2001) identifies three major reasons for this: entrenched gender roles in productive and reproductive areas shaped by discriminatory ideologies; the neglect of gender inequalities by international policy-making institutions; and the reproductive economy’s critical but undervalued role in global development processes. Thus, globalization cannot be deemed gender-neutral since its impacts are mediated by race, social rank, education, age, and a country’s experience with global markets. Some women may benefit, but many more confront structural barriers to economic empowerment. Cultural and religious standards exacerbate gender inequality and restrict women’s economic participation. The UN Inter-Agency Network on Women and Gender Equality Task Force on Gender and Trade (2004) emphasizes how traditional gender roles, such as women’s domestic responsibilities, impede their capacity to work full time. Even

when they enter the work force, they frequently encounter systemic discrimination rooted in the current gender hierarchy. Globalization has also transformed gender dynamics, especially in developing countries. Mahmood et al. (2014) state that as men move to urban centers for better employment opportunities, women increasingly become primary wage earners, especially in agricultural sectors. This transition improves women’s financial autonomy and decision-making power at home, challenging traditional gender norms and demonstrating the complicated relationship between globalization and women’s empowerment. However, such structural obstacles continue to impede women’s economic improvement. Long-standing social conventions result in lower earnings and limited mobility, as employers frequently underestimate women’s talents. Women’s marginalization is exacerbated by a lack of resources, limited bargaining power, and exclusion from institutional systems. As a result, gender disparities persist in employment, wage equity, working conditions, access to critical services, and income distribution. In recent years, international initiatives aimed at addressing these inequities have grown. According to the International Trade Center’s (2020) research, gender equality is an essential component of long-term economic development. The 2017 WTO Buenos Aires Joint Declaration on Trade and Women’s Economic Empowerment marked a significant step forward, with 127 nations agreeing to incorporate gender concerns into trade policies. However, just 25% of current trade agreements include gender-related elements, emphasizing the need for more comprehensive and effective policy measures.

Hossain et al. (2022) underline that globalization’s impact on recipient countries’ economic outcomes is firmly established. In particular, the existing literature illustrates the link between globalization and women’s economic prospects. Nevertheless, globally, only about 55% of women participate in the labor force, compared to 80% of men. This gender gap is a significant research area for women employment due to their strong positive association with social, economic, and overall globalization.

In developed countries, female labor force participation (FLFP) benefits from supportive economic and social systems. In contrast, developing countries face economic, demographic, political, social, and cultural barriers that hinder women’s participation. The link between globalization and employment has recently gained importance among policymakers in developing nations. Jora (2022) acknowledges that globalization has improved women’s lives in developing countries, but gender inequalities in education, employment, health, and civil rights persist. High maternal mortality continues to be a concern in nations such as Chad and Somalia. Globalization has enhanced women’s salaries, work prospects, and autonomy, particularly in the export and service sectors, although the gains are unequal based on class and ethnicity. The expansion of labor-intensive sectors has resulted in the “feminization of poverty,” yet some women earn more than males in exports and find independence in commercial farming. Liberalization in nations such as India has increased work options for women, boosting their self-esteem and living standards. However, persisting gender disparities, particularly in South Asia, continue to limit women’s contributions and maintain preconceptions of inferiority.

2.2. Impact of globalization on female labor force participation

Globalization has had a huge impact on women’s lives, with labor participation being a key measure of women’s economic empowerment. However, research on globalization’s impact on employment indicates discrepancies, with both benefits and drawbacks. While a large body of literature explores the effects of globalization on employment in industrialized countries, empirical evidence for developing countries is sparse. This study examines major research from both contexts, looking at economic, social, and political elements to better understand the many effects of globalization on women’s employment. By emphasizing methodological techniques and major findings, it exposes patterns, contradictions, and gaps in the literature, providing a comprehensive picture of globalization’s multiple effects.

According to Martens et al. (2015), it is difficult to thoroughly

evaluate globalization, a complicated phenomenon with no commonly recognized definition. To address this complexity, new tools have been created to probe the implications of globalization. Within this framework, various elements, as a group, constitute globalization. The KOF globalization index simplifies the examination of globalization's holistic effects. Unlike other indices, this index takes into account the diverse aspects of globalization. It provides a thorough evaluation by assigning distinct weights to economic, social, and political globalization based on various parameters. In addition to other indicators and indices, many studies demonstrate the impacts of globalization using this index.

Olsson (2014) examined how different aspects of globalization influenced gender equality in welfare and work life from 1970 to 2012, using data from up to 171 countries. The study used the KOF globalization index as a proxy to measure social, political, and economic globalization. Gender equality was evaluated using relative changes in health, education, and labor force participation. The data revealed that globalization had a favorable impact on female labor market participation, as well as secondary and postsecondary education, hence improving gender equality.

However, a negative trend in relative labor force participation in the industry sector led to increased inequality. The results showed the complexity of globalization, with no clear pattern indicating that one aspect of globalization affected gender equality more than others. As such, Potrafke (2014) studied the outcomes of globalization by focusing on the KOF globalization indices, which were used in over 100 studies. He observed favorable effects on economic development, gender equality, and civil rights. Despite an increase in national income disparity, globalization was more beneficial than often believed.

Maqsood and Samiullah (2014) investigated the effects of globalization on female labor force participation in SAARC nations between 1990 and 2010. They used panel fixed and random effects models to examine metrics including FDI, trade openness, and urbanization. The data revealed that urbanization and FDI had a positive and significant impact on female labor force participation. In contrast, trade openness had a negative but significant impact, most likely due to increased competition for skilled workers. Overall, urbanization and foreign investment were significant drivers of female employment in the region.

Mahmood et al. (2014) conducted a comprehensive quantitative research study to investigate the socioeconomic consequences of globalization on working women in Pakistan, with an emphasis on women's socioeconomic status and participation in various economic activities. They employed a multi-stage selection method to pick 154 working women from Sargodha, Pakistan, who operate in a variety of fields. The study collected data mostly through questionnaires. The data revealed a considerable impact of globalization on women's socioeconomic standing.

Dogan (2016) studied the impacts of globalization on Türkiye's employment for the period between 1970 and 2011, and he found a positive and significant effect. In his subsequent work, Dogan (2017) investigated the causal relationship between economic globalization (KOF Economic Globalization Index) and growth in Türkiye during the same time period, demonstrating a one-way causality from economic globalization to growth.

Okşak and Koyuncu (2017) investigated the link between globalization and FLFP using four globalization indicators: economic, social, political, and total globalization indexes. They used panel data spanning 101 countries from 1990 to 2014. The findings revealed a favorable relationship between economic, social, and total globalization and FLFP, however political globalization showed a negative correlation.

In addition to demographic and macroeconomic variables, Demirtaş and Yayla (2017) identified globalization indicators such as the openness rate, exports, imports, and foreign direct investments (FDI) to investigate the factors influencing FLFP. They evaluated data from 113 nations (1995-2012) using fixed and random effects models for panel data analysis and divided them into OECD and non-OECD categories. According to their findings, in OECD countries, all globalization variables have a positive impact on female employment; FDI has a positive impact on women's employment in both OECD and non-OECD countries; rising diversity rates and imports have a negative impact on

women's employment, while exports have no significant effect; and developing countries' economic and social globalization indices have no effect on women's employment.

Begam and Khalid (2019) investigated the effect of economic globalization on FLFP in Pakistan while controlling for economic stability and gender inequality. They used time series data from 1973 to 2014 as proxies for globalization, specifically trade openness and foreign direct investment. The study discovered a substantial positive relationship between economic globalization and FLFP, indicating that globalization has played an important role in increasing women's labor market participation in Pakistan, despite larger economic and gender inequities.

Asongu et al. (2019) investigated the relationship between globalization and women's economic involvement in 47 Sub-Saharan African nations between 1990 and 2013, utilizing measures such as FLFP and employment rates. Using panel corrected Standard Errors and Fixed Effects regressions, they discovered that globalization has a favorable overall influence on employment rates. However, this effect was lessened by the political dimension and was primarily driven by economic and social globalization. Economic globalization had a particularly large impact, owing to actual flows, but social globalization's impact was predominantly due to information flow.

Asongu and Osinubi (2020) examined the impact of globalization on women's economic involvement in MINT and BRICS nations between 2004 and 2018. The study found that political and globalization had a favorable long-term impact, whereas social globalization had a negative one. Das and Ray (2020) used the Globalization Index to experimentally investigate how globalization influenced total employment in South Asian nations between 1991 and 2016, finding no long-run links but short-run implications in the panel format. Sangha and Riegler (2020) used the KOF Globalization Index to examine how globalization affected employment trends in South Asian countries between 1999 and 2015. The study discovered that globalization did not encourage the idea of feminization of employment, particularly among younger women.

Sarwar and Jadoon (2021) investigated the impact of globalization on women's empowerment in Lahore and Punjab areas, focusing on economic possibilities, access to education and healthcare, and participation in decision-making. They analyzed primary data from five subdivisions of Lahore District. The study developed detailed variables for globalization and empowerment by employing Exploratory Factor Analysis (EFA) and Confirmatory Factor Analysis (CFA). Then, Structural Equation Modeling (SEM) was applied to examine the relationship, which showed a significant positive link, suggesting that globalization had a key role to improve gender equality across various areas.

Sana et al. (2021) empirically investigated the impact of globalization on employment changes in Pakistan's labor market between 1991 and 2017, with an emphasis on sector and gender characteristics. The study used the Autoregressive Distributed Lag (ARDL) approach to cointegration and found that sectoral movements toward employment in the services sector were predominantly driven by trade openness and FDI. The report also highlighted the impact of information and communication technology (ICT) in closing the gender employment gap. These findings demonstrate globalization's major impact on Pakistan's labour market dynamics, altering both sectoral employment patterns and gender equality.

Mushtaq et al. (2022) examined how globalization indicators, such as the KOF Globalization Index, influenced employment dynamics across 26 Asian countries by employing annual panel data between 1996 and 2019. They also questioned the moderating role of human capital in the globalization-employment connection. They conclude that globalization has a positive direct and indirect influence on employment via the human capital channel, and that fostering human capital development is critical for maximizing the benefits of globalization for job creation.

Naveed et al. (2022) studied the association between globalization and gender inequality in South Asia from 2000 to 2016, utilizing the Gender Inequality Index as the dependent variable and KOF globalization indicators as the independent variables. The study found that economic globalization and gender disparity have a positive and significant

association, implying that as economic globalization increases, gender inequality will rise. Economic globalization has exacerbated inequality in developed countries while lowering it in developing countries. Much prior research has found that human development and social globalization have a negative, but significant, association with gender disparity in the South Asian region. Roll et al. (2022) used micro-data from 47 nations to investigate the impact of globalization and its three components (economic, social, and political) on gender-based economic inequalities. They used the KOF globalization index to assess the extent of globalization. They investigated the effects on two key results: women's participation in labor force and relative possibility of better job positions and getting higher income. Their initial finding showed that social globalization had a stronger influence on gender inequality in the job market than economic or political globalization. Their second finding demonstrated that despite social globalization improving women's labor force participation, it decreased women's chances of well-paid, high-status jobs.

Chaka et al. (2022) investigated the impact of globalization on FLFP in South Africa from 1990 to 2021. They employed autoregressive distributed lag (ARDL) econometric model and found that globalization did not support FLFP in South Africa. At the same time, Iqbal and Mohiuddin (2022) investigated the impact of globalization on FLFP in Pakistan by using a regression analysis with data between 2000 and 2019 on FLFP rate and the KOF Globalization Index. The study demonstrated that economic globalization had a limited positive effect on the FLFP in Pakistan.

Hossain et al. (2022) reviewed the differing viewpoints in the literature on the relationship between FLFP and globalization. They stressed both the beneficial influence of globalization on job prospects and the opposing view that it increases competitiveness in the labor market for women. Finally, the research proposes two opposing hypotheses: globalization benefits FLFP by offering additional work opportunities, but it harms it by increasing competition for women in the labor market.

Roll et al. (2023) investigated whether globalization increases women's employment and chances of obtaining well-paying occupations relative to men. Using data from 47 countries, they calculated FLFP as a percentage of the active population and gender occupational inequality as the presence of women in high-status managerial and professional positions. Using the KOF indices for total globalization and its economic, social, and political elements, they discovered that while globalization boosts women's employment, it does not improve their access to high-paying jobs. In fact, globalization may limit women's opportunities for high-status occupations, with social globalization serving as the primary driver. The authors argue that while globalization promotes women's education and professions, lingering gender stereotypes prevent them from entering traditionally male occupations, highlighting the necessity for measures that combat these norms.

Wijaya and Azhari (2024) explored how globalization affects FLFP in ASEAN middle-income nations. They used panel data for four countries, Indonesia, the Philippines, Thailand, and Vietnam, from 1990 to 2020, acquired from the WDI, KOF, and UNDP. They discovered that globalization, specifically its economic and social features, had a long-term detrimental impact on FLFP in these nations. Furthermore, economic growth and fertility levels were found to further lower FLFP, although women's average number of years of schooling had no significant impact. The study also discovered that the effects of globalization and its dimensions differ per country, with the exception of political globalization.

To sum up, while globalization has led to increased employment opportunities for women in some sectors, the overall impact on women's labor force participation is complex. It depends on the angle from which it is viewed, economic, social, political, or a mixture of all, as well as the sectoral composition of the economy and local policies. Although there is evidence that globalization can boost FLFP, the quality of the employment produced is frequently insufficient, with women encountering discrimination, informalization of work, and concentration in low-wage sectors. More research is needed to properly understand how globalization affects women's employment outcomes in various regions and settings.

3. Theoretical framework

Ha and Tran (2017) discuss that globalization is a debated issue because developed and developing countries view it differently with respect to gender roles and disparities. Traditional analyses of globalization are based on the notions of the free market and comparative advantage. These analyses neglect the roles and significance of political and social institutions and power relations in forming and facilitating economic activities at the macro, intermediate, and micro levels, as well as the material realities of poor people. They also ignore the disparity in development levels and asymmetrical power relations in national and international economies, resulting in inequality between states and individuals. This critique is consistent with Feminist Economics, as described by Waring (1988) and Elson (1995), which highlights that traditional economic theories are gender-blind and ignore unpaid labor, the care economy, and structural barriers to women's economic participation. Feminist economists contend that disregarding these gendered factors narrows our understanding of how globalization affects women's economic empowerment.

As explained by Petricevich and Teece (2019), the restructuring of globalization brings important issues to international theory and the empirics of international business. Even though the trade tension between the USA and China results from governmental policies, its relationship to increasing VUCA (volatility, uncertainty, complexity, and ambiguity) elements in globalization is complex and extends beyond mere political adjustments. Therefore, a reconsideration of the existing theories is needed, guided not only by the impacts of the pandemic but also by the potential of internalization theory and other new theories to provide a more resilient base for understanding the realities of the global economy.

In the literature, as explained by Adolphus et al. (2023), there are commonly eight categories for globalization theories, encompassing Liberalism, Political Realism, Marxism, Constructivism, Postmodernism, Transformationalism, Feminism, and Eclecticism. Apart from that, an analytical framework incorporating hyper-globalist, skeptic, and transformationalist categories provides a comprehensive understanding of globalization. Hyperglobalists support a global marketplace dominated by multinational enterprises and intergovernmental organizations; skeptics highlight regional blocs and powerful states; and transformationalists perceive globalization as a complex, historically conditional process impacting infrastructure, institutions, and development.

Among all these categories, the Theory of Transformationalism, introduced by David Held and colleagues in the early 2000s, is highly useful for understanding the broader outcomes of globalization. Michael (2011) suggests that globalization features increased interconnectedness globally, resulting in a shared social space and a transformation in how social relations are organized. Unlike other definitions of globalization, this perspective integrates conflicting theories and presents a coherent historical description. This also suggests that the politics of globalization have changed across various dimensions due to the rise of a new global system. Globalization involves the changing scope of political power, authority, and governance structures affected by emerging transnational and multi-layered organizational interests. It integrates the actors identified under the hyper-globalist category with those of the skeptics into a fresh system where each entity wields its political influence, authority, and modes of governance.

As Parjanadze (2009) states, the transformational approach is a more realistic, balanced, and moderate standpoint toward globalization. It does not contradict the existence of global trends but deals with the dilemmas they present and supports the hyper-globalists about the intense global interconnectedness and accepts the common nature of the globalization process. However, they approach globalization as a historically circumstantial process full of inconsistencies, such as the fact that some countries get full privilege by being part of the global community, whereas others become more and more underprivileged. They show the contradictions of globalization through the uneven global distribution of labor in terms of the center-periphery connection. This viewpoint is also reflected in World-Systems Theory, which examines globalization as a historical process fueled by capitalism and

structured around a core-periphery hierarchy. According to Wallerstein (2004), core countries dominate global markets and labor systems, leaving peripheral states dependent and marginalized. York and Ergas (2011) broaden this framework by stressing how world-system position influences women's status, demonstrating that women in peripheral nations frequently experience harsher economic conditions as a result of their country's subordinate global location.

Afzal argues that since the 1970s, dependence and world-systems theories have offered a complicated framework for understanding women's economic situation in development, with a focus on the significance of industrialization tactics. However, these theories have been critiqued for overgeneralizing women's conditions throughout peripheral regions and failing to account for political and cultural effects. These criticisms have led to the emergence of alternative perspectives in recent years.

Hoşgör (2001) conducted a literature assessment on women, gender, and development, concentrating on the merits and drawbacks of various methods for explaining how development affects women's economic situation. She outlined the various theoretical orientations in order to compare their perspectives on how development affects women's employment. She found that, none of these approaches, considered independently, presented a holistic analysis for understanding women's economic position in the era of globalization. Much of the research on women and globalization therefore integrates not only the perspectives offered by globalization theories but also insights from feminist and entrepreneurial theories. In particular, a conceptual framework should encompass the issues and challenges that feminist theories highlight with regard to women in society, the conditions for entrepreneurial success as outlined by entrepreneurial theorists, and the factors that globalization theories emphasize as driving companies to engage in international markets.

In our research on the economic impact of globalization, researchers primarily depend on theories such as Comparative Advantage and the Heckscher-Ohlin (H-O) theory. Altiner et al. (2018) propose that, despite uncertainties, the connection between globalization and employment is grounded in these theories. Trade liberalization, a key element of globalization, restructures the global economy, particularly impacting women's employment by stimulating economic growth and transforming women's employment patterns, matching the theories mentioned earlier. In their work, Elmslie and Vieira (1999) demonstrated the significance of trade specialization, encouraging countries to focus on sectors where they had a comparative advantage. Concerning women's employment, trade liberalization enables countries to recognize and capitalize on the unique skills of the female workforce. According to Krugman et al. (2018), as trade barriers fall, women can apply their skills in both labor-intensive and knowledge-based industries, as predicted by the H-O hypothesis.

Mushtaq et al. (2022) also highlight the relationship between globalization and employment within the viewpoint of the H-O theory. Although globalization was initially expected to increase employment in developing countries, the analysis shows inconsistent outcomes. From the neoliberal perspective, globalization functions as an "creative destruction" force, bringing new employment opportunities but also eliminating the existing ones. Despite these risks, empirical analysis supports the idea that globalization encourages the industrial sector in developing countries, enabling a decrease in global income inequality. This complicated dynamic demonstrates the multifaceted effects of globalization on labor markets and economic growth. Ul-Haq et al. (2023) examined the influence of trade liberalization on FLFP in Pakistan between 1990 and 2005. Their theoretical framework illustrated two crucial points: the potential increase in women employment as a result of trade liberalization and the positive role of technology on FLFP.

It is important to note that the practical validity of these predictions remains uncertain; therefore, additional empirical research is required to verify their real world applicability. However, in developing countries such as Pakistan, examining the impact of economic factors on women's status and work force is difficult due to the lack of required data, which restricts a comprehensive evaluation of their actual results.

4. Empirical analysis

4.1. Research design and methodology

A time series analysis is performed using the E-views software to evaluate the effect of globalization on women's economic empowerment in Pakistan. The process included hypothesis testing, descriptive analysis, and unit root tests. We applied Dynamic Ordinary Least Squares (DOLS) for regression analysis and performed diagnostic tests. Additionally, we used the Johansen Cointegration test, estimated a Vector Error Correction Model (VECM), and analyzed dynamic interactions through the Impulse Response Function (IRF) and Variance Decompositions (VDC). The test results are explained in the following sections, along with relevant tables presenting the findings.

4.2. Hypothesis

In light of the above literature, we hypothesized the multi-dimensional influence of globalization on women's employment in Pakistan, as follows:

H0: Economic Globalization, Social Globalization, and Political Globalization have statistically significant impacts on women's employment in Pakistan.

4.3. Econometric model

We developed an econometric model to analyze the influence of globalization on women's employment, considering economic, political, and social dimensions as stated by our hypothesis. The dependent variable is the women's employment amount, representing the participation of women aged 15 to 65 in the total workforce. Independent variables are KOF indices for economic, social, and political globalization. The data extends from 1980 to 2020, with employment data from the ILO database (ILO, 2024) and globalization data from the KOF Index of Globalization (KOF, 2024). Below is our model with a detailed explanation of the components.

$$EMPL = \beta_1 + \beta_2 ECGI + \beta_3 SOGI + \beta_4 POGI + \varepsilon \quad (1)$$

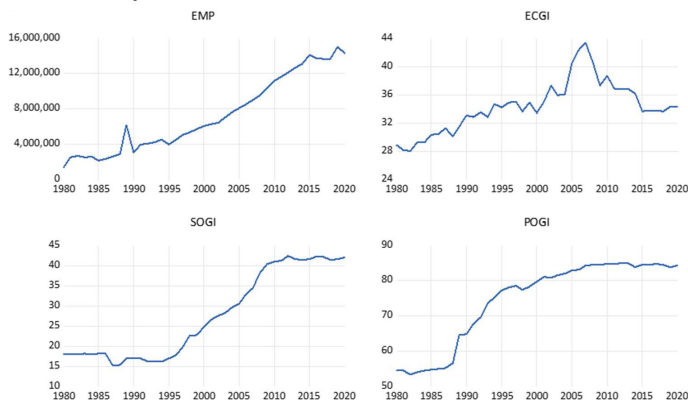
In our equation, EMPL stands for women's employment amount, ECGI stands for economic globalization index, SOGI stands for social globalization index, and POGI stands for political globalization index. For the other terms of the equation, β_1 stands for intercept, β_2 , β_3 , and β_4 stand for coefficients and ε stands for the error term.

4.4. Data analysis

Table 1 presents the fundamental descriptive statistics. Besides, the graphs of the raw data used in this model are given in Figure 1.

TABLE 1 | Descriptive analysis

	EMPLOYMENT	ECONOMIC GLOBALIZATION	SOCIAL GLOBALIZATION	POLITICAL GLOBALIZATION
Mean	7,234,845.48	34.35	27.45	74.35
Standard Error	666,015.30	0.57	1.66	1.84
Median	6,149,610.03	34.28	24.76	79.54
S.Deviation	4,264,578.71	3.62	10.64	11.81
Sample Variance	1.81866E+13	13.13	113.27	139.50
Kurtosis	1.21	0.28	0	0
Skewness	0.46	0.43	0.32	0
Range	13,667,369.27	15.35	27.08	31.60
Minimum	1,382,177.98	28.04	15.17	53.26
Maximum	15,049,547.24	43.39	42.25	84.86
Sum	296,628,664.74	1,408.17	1,125.29	3,048.20
Count	41	41	41	41

FIGURE 1 | The graphs of raw data

4.5. Test results and discussion

4.5.1. Unit root tests for variables

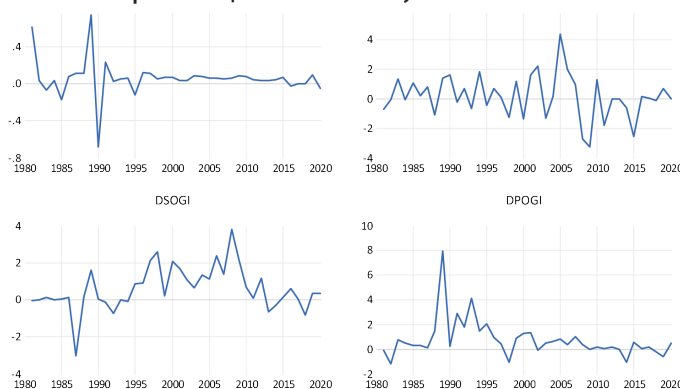
Before the regression analysis, unit root tests were completed using Augmented Dickey-Fuller (ADF) and Phillips-Perron (PP) tests (Tables 2 and 3). Considering both trend (T) and intercept (C), the results demonstrated that employment was non-stationary at the level but became stationary after the first difference. To simplify comparability, a logarithmic transformation was applied to employment values, and the first differences for all variables were taken. Figure 2 shows the adjusted stationary data graphs, confirming the stationarity attainment in the time series.

TABLE 2 | ADF Unit Root Test results

Variables	Level		First Difference		Order of Integration
	C	C + T	C	C + T	
EMPL	0,9913	0,5954	0,0000	0,0000	I(1)
ECGI	0,4011	0,8611	0,0000	0,0001	I(1)
SOGI	0,9372	0,5120	0,0051	0,0231	I(1)
POGI	0,3583	0,9817	0,4499	0,0120	I(1)

TABLE 3 | PP Unit Root Test results

Variables	Level		First Difference		Order of Integration
	C	C + T	C	C + T	
EMPL	0,9702	0,3719	0,0000	0,0000	I(1)
ECGI	0,3924	0,8611	0,0000	0,0000	I(1)
SOGI	0,9531	0,5953	0,0058	0,0251	I(1)
POGI	0,4656	0,9810	0,0002	0,0004	I(1)

FIGURE 2 | The Graphs of stationary data

4.5.2. Regression analysis

Regression analysis was conducted to see the influence of globalization on women's employment in Pakistan. Both Ordinary Least Squares (OLS) and Dynamic Ordinary Least Squares (DOLS)

tests were conducted, with DOLS chosen due to its efficacy in cases of non-stationary variables over time. In Table 4, DOLS regression results are displayed.

After that, we performed diagnostic tests to check the normality of our data and whether the results fulfilled the basic assumptions of the regression analysis. As seen in Table 5, our data are normally distributed, and there is no autocorrelation, heteroskedasticity, or multicollinearity. Hence, we determined that the results were statistically significant. The T statistics in Table 4 indicated that all independent variables were statistically significant, as evidenced by absolute values exceeding 2 and probability values below 5%. The Adjusted R² showed that economic, social, and political globalization could explain 97% of the variation in Employment. Examining the coefficients in Table 4, a 1-unit increase in Economic globalization corresponded to a 3.17% decrease in Employment, while a 1-unit increase in Social Globalization and Political globalization resulted in a 4.27% and 2.82% increase in Employment, respectively. The constant value (C) implied that in the absence of the independent variables' effects, Employment would experience a positive impact of 13.36%, holding other factors constant in the long-run.

TABLE 4 | DOLS Test Results

Variables	Coefficient	Std. Error	t-Statistic	Probability
ECGI	-0.0317	0.0118	-2.6723	0.0131
SOGI	0.0427	0.0035	12.1483	0.0000
POGI	0.0282	0.0031	8.9371	0.0000
C	13.3610	0.2814	47.4698	0.0000
Adjusted R squared	97.40%			
Estimation Equation	LEMP = 13.3617 - 0.0317*ECGI + 0.0427*SOGI + 0.0282*POGI			

TABLE 5 | Diagnostic Test Results

Test Type	Name of Test	Stat. Criteria	Probability	Result
Normality	Jarque-Bera	0.4305	0.8063	Normally Distributed
Autocorrelation	Breusch-Godfrey	1.0429	0.3631	No Autocorrelation
Heteroskedasticity	Breusch-Pagan-Godfrey	1.2781	0.2961	No Heteroskedasticity
Multicollinearity	Variables	Centered VIF		
	ECGI	2.8781		No Multicollinearity
	SOGI	2.5786		No Multicollinearity
	POGI	4.8731		No Multicollinearity

4.5.3. Johansen co-integration test

The cointegration method is utilized to establish the long-run relationship between variables. Before performing the cointegration test, we confirmed the stationarity of our variables at level I(1). Following that, the optimal lag length was determined as "1" using AIC criteria, as detailed in Table 6. The number of cointegrating vectors was then examined through both trace statistics and eigenvalue statistics, presented in Table 7. Both trace and eigenvalue analyses demonstrated one cointegration equation, indicating a long-run relationship among the series. This implies that the model is likely to converge in the long run, even in the presence of system shocks. The normalized cointegration equation (NCE) is as follows:

$$NCE = LEMP + 0.0342 \cdot ECGI - 0.0429 \cdot SOGI - 0.0297 \cdot POGI \quad (2)$$

In this equation, the reversed signs of the coefficients denote the long run. LEMPL is the logarithmic version of the target variable, and in the long run, both political and social globalization positively influence women's employment, while economic globalization has a negative effect, on average, ceteris paribus. To evaluate the statistical significance

of these variables, the coefficients were divided by the standard errors, yielding t-statistics. In our case, all three t-statistics were found to be statistically significant: 4.77 for Economic Globalization, 17.81 for Social Globalization, and 11.39 for Political Globalization.

TABLE 6 | Var Lag Order Selection Criteria

Lag	Log L	LR	FPE	AIC	SC	HQ
0	-392.2514	NA	486.9145	17.5395	17.7119	17.6008
1	-137.6950	332.7032*	0.0475*	8.2997*	9.1616*	8.6063*
2	-124.0355	20.8488	0.0554	8.4229	9.9743	8.9748
3	-106.9962	22.4200	0.0567	8.3682	10.6091	9.1655

*Indicates lag order selected by the criterion

TABLE 7 | Johansen Cointegration test

Unrestricted Cointegration Rank Test (Trace)				
Hypothesized No of CE(s)	Eigenvalue	Trace Statistics	5% Critical Value	Prob.
None*	0.5758	60.2584	47.8561	0.0023
At most 1	0.3730	26.8125	29.7970	0.1063
At most 2	0.1158	8.6009	15.4947	0.4036
At most 3	0.0927	3.7969	3.8414	0.0513
The trace test indicates 1 cointegrating equation at the 5% level				
Unrestricted Cointegration Rank Test (Maximum Eigenvalue)				
Hypothesized No of CE(s)	Eigenvalue	Max-Eigen Statistics	5% Critical Value	Prob.
None*	0.5758	33.4459	27.5843	0.0079
At most 1	0.3730	18.2115	21.1316	0.1221
At most 2	0.1158	4.8039	14.2646	0.7664
At most 3	0.0927	3.7969	3.8414	0.0513
The Max-eigenvalue test indicates 1 cointegrating equation at the 5% level				
Normalized Cointegration Coefficients				
	LEMP	ECGI	SOGI	POGI
Coefficients	1.0000	0.0342	-0.4293	-0.0297
Standard Errors		-0.0071	-0.0024	-0.0026

4.5.4. Vector error correction model (VECM)

Given the cointegrating equation in our work, both short-run and long-run models were estimated using VECM, as detailed in Table 8. In the long-run model, a 1% increase in Economic Globalization corresponds to a 3.42% decrease in Employment, while a 1% increase in Social and Political Globalization leads to a 4.29% and 2.97% increase in Employment, respectively. All three variables are statistically significant, as evidenced by their t-statistics (4.77 for Economic Globalization, 17.77 for Political Globalization, and 11.38 for Social Globalization). The constant value (C) signifies that, in the absence of the independent variables' effects, Employment will experience a positive impact (13.40). Both the normalized Johansen cointegration and the VECM equations produce the same result:

$$LEMP = 13.40 - 0.0342 \cdot ECGI + 0.0429 \cdot SOGI + 0.0297 \cdot POGI \quad (3)$$

The lower part of the table explores the error correction mechanism. The cointegration equations' desired negative signs signify an immediate correction, with statistical significance. However, in our model, only the t-statistics for Political Globalization are larger than 2, indicating statistical significance. The Error Correction Term (Cointeq1) with an adjustment parameter of 0.1711 implies a correction speed of 17.11%, yet it lacks statistical significance. The short-run coefficients show that, without the influence of other variables, a 1% increase in Economic Globalization leads to a 2.64% decrease in Employment, while a 1% increase in Social and Political Globalization results in a 0.99% decrease and a 3.93% decrease in Employment, respectively. However, none of these short-run results are statistically significant as per their t-statistics.

TABLE 8 | Vector Error Correction Estimates

Vector Error Correction Model Estimates							
Long-run relationship				Short-run Relationship			
Variable	Coefficient	Std. Error	t-stat	Variable	Coefficient	Std. Error	t-stat
LEMP(-1)	1.0000			CointEq1	0.1711	0.2849	0.6006
ECGI(-1)	0.0034	0.0071	4.7718	D(LEMP(-1))	-0.3473	0.1526	-2.2754
SOGI(-1)	-0.0429	0.0024	-17.7791	D(ECGI(-1))	-0.0264	0.0198	-1.3294
POGI(-1)	-0.0297	0.0026	-11.3892	D(SOGI(-1))	-0.0099	0.0222	-0.4452
C	-13.4057			D(POGI(-1))	-0.0393	0.0257	-1.5275

After estimating the VECM, diagnostic tests were performed to assess the validity of the results. As summarized in Table 9, there is no serial correlation or heteroskedasticity in the model. The probability values for Employment and Social Globalization show an overall non-normality. Nevertheless, as Kwak and Central (2017) propose through the Central Limit Theorem, minor deviations from normality may not considerably affect reliable estimates when dealing with a sizable sample.

TABLE 9 | Diagnostic Test Results for Residuals

VEC Residual Serial Correlation LM test							
Lag	LRE*Stat	df	Prob.	Rao F-stat	df	Prob.	Result
1	16.2267	16	0.4373	1.0252	16, 80.1	0.4402	No Autocorrelation
2	19.6473	16	0.2365	1.2667	16, 80.2	0.2392	No Autocorrelation
VEC Residual Heteroskedasticity Test							
Component	Chi-sq	df	Prob.	Result			
JOINT	94.0555	100	0.6486	No Heteroskedasticity			
VEC Residual Normality test							
Component	Jarque-Bera	df	Prob.	Result			
EMPL	206.1044	2	0.0000	Not Normally distributed			
ECGI	2.9794	2	0.2254	Normally Distributed			
SOGI	8.2936	2	0.0158	Not Normally distributed			
POGI	0.1317	2	0.9362	Normally Distributed			
JOINT	217.5093	8	0.0000	Not Normally distributed			

4.5.5. Impulse response function and variance decomposition

After estimating the VECM, the dynamic properties of the system were evaluated through Impulse Response Function (IRF) and Variance Decompositions (VDC) to understand the post-sample period relationships among the variables.

In VECM, both short-run dynamics, represented by the error correction term, and long-run equilibrium relationships among variables are obtained. IRF clarifies how variables respond dynamically to shocks or innovations in the system, displaying short-term adjustments after disturbances.

4.5.5.1. Impulse response function (IRF)

In Figure 3 and Table 10, the impact of an exogenous shock on a single variable, including itself, is displayed. If a shock occurs, employment is initially negatively affected by economic globalization, then positively, and negatively again, becoming permanent after the 6th term. Similarly, employment is negatively and positively impacted by social globalization, becoming permanent after the 9th term due to the same shock. Political globalization follows a similar pattern. Economic globalization displays the highest negative effect in the 2nd term and

the highest positive effect in the 3rd term. Social globalization exhibits the highest negative effect in the 2nd term and the highest positive effect in the 10th term. Political globalization has the highest negative effect in the 2nd term and the highest positive effect in the 5th term. Economic and political globalization have a stronger impact on employment than social globalization. The lines never revert to 0, signifying a permanent effect of the shock, as the dependent variable has not been differenced. This permanence is due to the inclusion of nonstationary variables into the model at the level when a shock occurs, making the effect last.

FIGURE 3 | IRF Combined graph

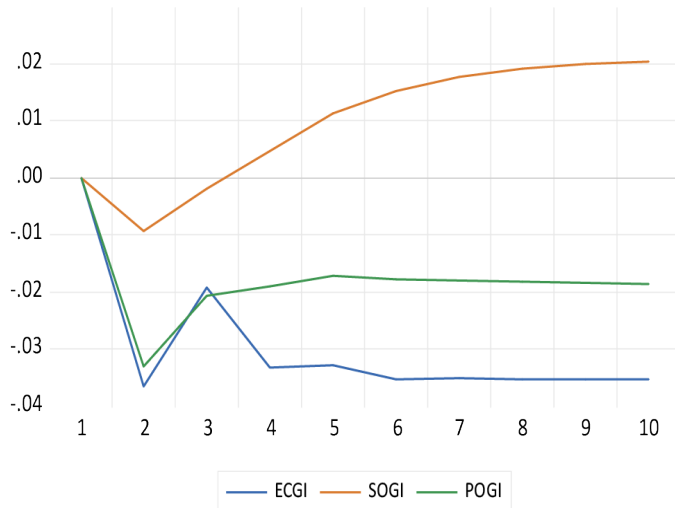


TABLE 10 | IRF Output Table

Impulse Response Function Output Table			
Period	ECGI	SOGI	POGI
1	0.0000	0.0000	0.0000
2	-0.0366	-0.0093	-0.0330
3	-0.0191	-0.0019	-0.0207
4	-0.0332	0.0047	-0.0189
5	-0.0328	0.0112	-0.0171
6	-0.0353	0.0151	-0.0177
7	-0.0350	0.0177	-0.0179
8	-0.0354	0.0192	-0.0182
9	-0.0353	0.0200	-0.0184
10	-0.0353	0.0204	-0.0185

4.5.5.2. Variance decomposition (VDC)

As different from IRF, Variance Decomposition offers insights into the proportion of forecast error variance linked to shocks from each variable and those from other variables in the system. It measures the relative importance of variables in explaining forecast error variance over time. Figure 4 and Table 11 show the results. Initially, there is no impact, but after the 2nd period, the variation in Employment is attributed to itself (92.41%), economic globalization (4.04%), social globalization (2.05%), and political globalization (3.26%). Over time, the impact of all independent variables on explaining the variation in the dependent variable increases. In the 10th period, employment is explained by itself (83.40%), economic globalization (10.54%), social globalization (2.05%), and political globalization (3.98%).

FIGURE 4 | Variance Decomposition Combined Graphs

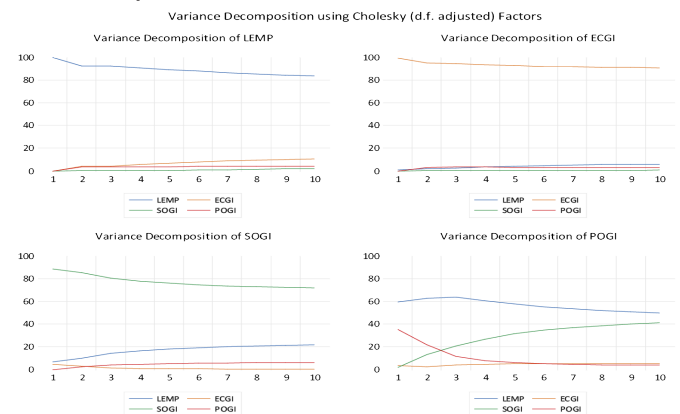


TABLE 11 | Variance Decomposition Output Table

Variance Decomposition Output Table					
Period	S.E	LEMP	ECGI	SOGI	POGI
1	0.1567	100.0000	0.0000	0.0000	0.0000
2	0.1824	91.4144	4.0415	0.2626	3.2813
3	0.2097	92.4345	3.8965	0.2074	3.4614
4	0.2261	90.5794	5.5150	0.2232	3.6822
5	0.2422	89.2354	6.6427	0.4099	3.7118
6	0.2567	87.7007	7.8020	0.7144	3.7882
7	0.2709	86.4053	8.6865	1.0724	3.8356
8	0.2843	85.2427	9.4353	1.4298	3.8920
9	0.2973	84.2556	10.0409	1.7615	3.9418
10	0.3099	83.4048	10.5493	2.0580	3.9877
40	0.5704	76.4100	14.5891	4.6061	4.3947

When we extend the test to 39 periods (as shown in Table 11), in the 40th period, the impact of all independent variables further increases in explaining the dependent variable. Employment is explained by itself (76.41%), economic globalization (14.58%), social globalization (6.60%), and political globalization (4.39%). These results propose that employment is highly influenced by its past values, accounting for approximately 76% of the variability. The remaining 24% of the variability is linked to the combined effect of the other three independent variables: economic, social, and political globalization. This highlights the significant role of autoregressive behavior in explaining employment fluctuations, while the exogenous factors represented by the three independent variables also contribute to its overall reliability.

4.5.6. Conclusion for empirical analysis

In this section, the hypothesis regarding the statistically significant impact of economic, social, and political globalization on women's employment rate in Pakistan was tested by using various econometric methods in E-views.

The combined test results, as presented in Table 12, largely support the model's hypothesis. Therefore, the null hypothesis can be accepted, indicating that economic globalization, social globalization, and political globalization indeed have a statistically significant impact on the women's employment in Pakistan.

TABLE 12 | Combined Test Results

Combined Test Results			
Performed Tests	ECGI	SOGI	POGI
DOLS	-3.17%	4.27%	2.82%
Johansen Cointegration	-3.42%	4.29%	2.97%
VECM (Long-run)	-3.42%	4.29%	2.97%
VECM (Short-run)	-2.64%	-0.99%	-3.93%
IRF	↓↑↓→	↓↑→	↓↑→
VDC	14.58%	4.60%	4.39%

However, in contrast to two other independent variables of our model, economic globalization had a negative impact on FLFP. This is mostly due to the structural changes it caused in the economy. The increasing dominance of capital-intensive and male-dominated industries in the globalized economy has resulted in declining women-friendly employment opportunities. Cultural and social norms make the issue worse by limiting women's mobility and adding to traditional gender roles, especially when globalization-driven changes increase unpaid work at home. The rise of informal and unstable jobs, characterized by low wages and poor working conditions, may also discourage women from joining the labor force. A lack of supportive policy measures, such as affordable childcare or safe transportation, adds to these challenges, creating a work environment where it is difficult for women to succeed. These dynamics showed that the economic benefits of globalization do not always lead to more job opportunities for women. A substantial body of research has demonstrated that globalization typically created job opportunities in labor-intensive export sectors, where women were frequently employed, such as textiles and manufacturing. However, the negative findings in our study could be explained by the specific socio-economic conditions of Pakistan, where institutional barriers, gender discrimination, and the closure of industries that traditionally employed women have decreased the positive effects of globalization. Furthermore, the decline in small-scale, women-friendly industries due to global competition could be a critical factor in explaining the divergence of our results from the global trends. The majority of the literature does not account for the degree to which such structural shifts disproportionately affect women in developing countries like Pakistan.

While some results may require further interpretation, the combination of quantitative and qualitative data from this work could offer deeper insights. We may generalize the key factors - among several - that may explain the discrepancies between our results and the existing literature. One key factor is the study's time range, which runs from 1980 to 2020. Many studies in the literature cover shorter time periods and may fail to capture long-term structural transformations in Pakistan's economy, such as the transition from agriculture to industry and eventually to services. Economic shocks, military operations, political shifts, and global crises, such as the one in 2008, may all have had an impact on women's work patterns in ways that shorter data periods cannot.

Furthermore, country-specific elements, such as Pakistan's socio-cultural and institutional framework, play an important impact in FLFP. Gender discrimination, social norms, and a lack of support structures all have an unequal impact on women's work chances in Pakistan, although these variables are less highlighted in other nations. These restrictions, combined with reliance on male-dominated businesses, may explain why our outcomes differ from global trends. Another element is the sectoral transitions that occur at various stages of globalization. As Pakistan's economy has grown, there has been a shift away from women-friendly industries like small-scale manufacturing and toward more male-dominated sectors like construction and mining. This resulted in the defeminization of the labor force during industrialization, as emphasized in much of the literature. These changes may explain why our results on the negative effects of economic globalization on women's employment differ from the more optimistic findings in other studies.

Data restrictions could potentially have led to the observed inconsistencies. Missing or biased data, particularly in informal labor markets where women are overrepresented, may distort conclusions and understate the true impact of globalization on women's employment. For example, the FLFP in India and Bangladesh is more than double that of Pakistan. Notably, despite its conservative Muslim population, Bangladesh has the highest FLFP in the region. This is primarily owing to the inclusion of data on casual workers, as India and Bangladesh are the only South Asian countries that do. Finally, including or excluding certain explanatory variables may have a considerable impact on the results. Educational attainment, men's employment, legal reforms, and technology improvements may all influence the estimated impact of globalization on FLFP. Differences in variable selection among studies may explain the discrepancy between our findings and those in the broader literature.

5. Conclusion

This study has investigated the impact of globalization on women's economic empowerment in Pakistan, a topic of remarkable significance within the broader context of women's empowerment. The findings show that economic, social, and political globalization have varying effects on women's employment in Pakistan, introducing complexities in these relationships. Economic globalization appears to negatively impact employment both in the short and long run, while social and political globalization initially have negative effects that become positive over time.

It is necessary to note that the strength of these impacts may be affected by factors such as the country's level of development, data availability, and the persistence of gender bias in Pakistani society. Additional research that combines national efficiency factors with sectoral analysis is required to fully understand the effects of globalization on women's employment. Although this study primarily focuses on the economic dimensions of globalization, economic empowerment can help progress in other areas, such as social, cultural, and political spheres. Future studies should further investigate these interrelated areas to provide a more comprehensive insight into the complex dynamics at play.

Practical and methodological considerations influenced the data selection for the empirical analysis from 1980 to 2020. Prior to 1980, in Pakistan, thorough and accurate data on women's economic participation and globalization indices were either scarce or inconsistent, limiting the analysis's precision and trustworthiness. Furthermore, data after 2020 presented considerable issues due to disruptions produced by the COVID-19 pandemic, which drastically altered economic patterns and labor force participation, rendering the data less informative of long-term trends. As a result, the 1980-2020 era was chosen to ensure consistent and comparable data analysis while also allowing for an evaluation of globalization's consequences over a significant span, covering crucial economic and political changes in Pakistan.

To address existing socioeconomic inequalities and benefiting from demographic strengths are critical for supporting balanced economic development and sustainable growth. Pakistan's effort of gender equality in economic participation, particularly improving the potential of women who make up nearly half of the population, is necessary for achieving inclusive prosperity. This strategic focus is in accordance with Pakistan's shift from domestic production to active involvement in international trade and globalization, showing the country's ability to adopt while facing global risks. Improving education, skills building, and entrepreneurship are crucial to create equal opportunities and promoting sustainable economic growth driven by innovation and based on cultural values.

Moreover, despite the outlined challenges, positive changes in the status of women in Pakistan since the 1990s demonstrate considerable progress towards gender equality. Women now occupy key positions and considerably contribute to the country's development in various fields. However, internal and external barriers still exist, requiring collective efforts from government and private institutions to improve women's economic participation. Policy measures, economic empowerment programs, and gender-sensitive trade policies are essential elements for promoting sustainable and inclusive growth. On the global context, women's empowerment and gender equality and must be considered as main goals for achieving sustainable development and economic progress. The majority of studies since the early 2000s on globalization's impact on Pakistani women underline the necessity of education and awareness programs to help women recognize their rights and needs. Besides, existing legislation requires modification and proper implementation to create a more secure and supportive environment for women's progress.

As globalization evolves, the impact on women's economic empowerment will be primarily determined by laws and institutional frameworks. Future projects should focus on removing impediments to women's employment, closing gender pay gaps, and promoting inclusive digital economies. Improving legal protections, enhancing social protection systems, and integrating gender-responsive strategies into economic policies are necessary to ensure that globalization's benefits are shared equally. We hope that this study inspires open and constructive discussions among policymakers, private sector, and

civil society to enforce realistic interventions to reduce the gender gap and foster long-term solutions. Besides, ongoing academic research is required to understand how emerging economic trends, such as digitalization and climate change, have an influence on gender-specific labor market outcomes in Pakistan and other developing countries.

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