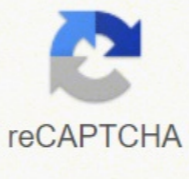
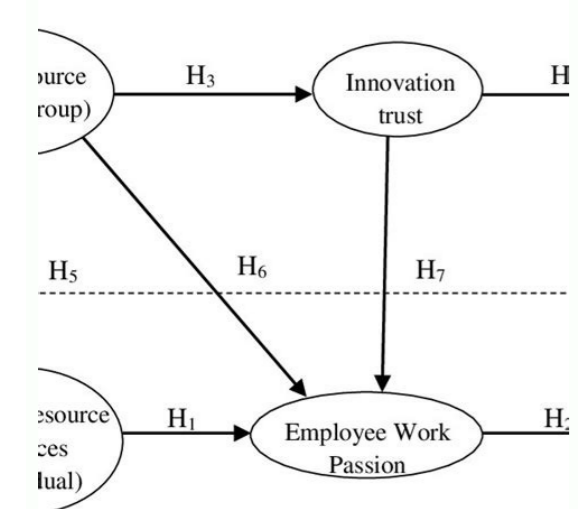




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Gender inequity at Workplace in Pakistani Higher Education Institutions

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 School of Education, University of Leicester, UK²

ABSTRACT

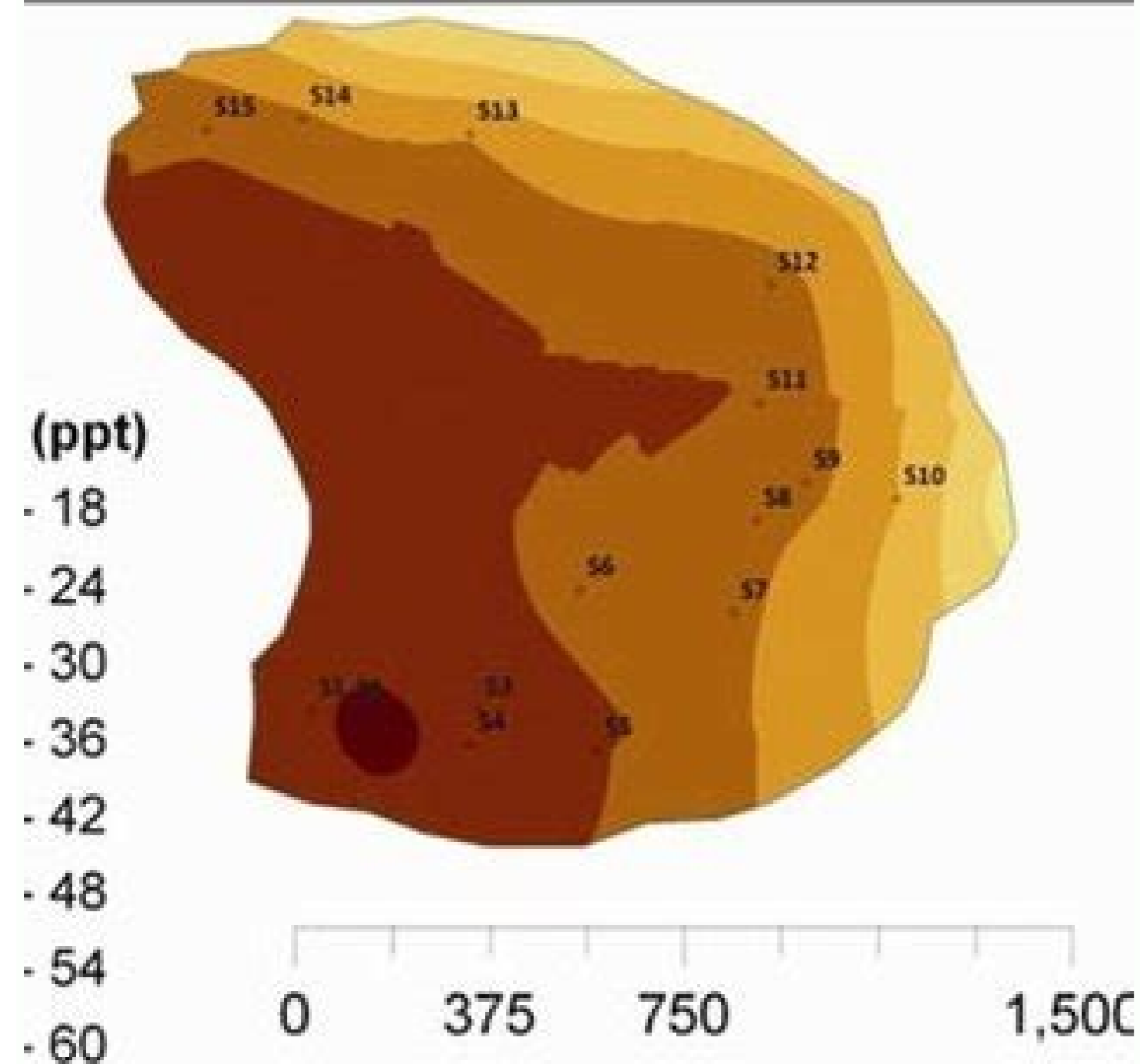
Gender inequality amongst a sample of higher education faculty in Pakistan shows that just over one half work in institutions where females enjoy full gender equality. A three element model of female inequality has been tested by a questionnaire survey of 180 faculty staff to provide reliable and valid measures of the five aspects of the working environment of decision making, professional development, utilization of resources, academic affairs and job satisfaction. Data were collected from ten public and private universities of the Lahore through random sampling technique. Results indicate that only in decision making, do males dominate. This supports the hypothesis of real movement in Pakistani higher education in the direction intended by the adoption of national equality policies. Cluster analysis distinguishes between the majority of Equality Positivists, who see no discrimination, and four types of Gender Concerneds, who react to discrimination differentially in terms of the socio-cultural norms of a conservative, patriarchal society. The cluster types have been validated by interviewing a representative sequential sample of faculty. By locating responses within the three elements of the inequality model, validation is also provided for the model itself.

Key words: women, inequality, higher education, workplace, professional

Introduction

Gender disparity in education is generally manifest in South Asia and in Pakistan according to UNESCO (2002) data. Access to higher education is a priority for all countries and, where females have apparently attained parity, areas where they are still under-represented need to be addressed in both quantitative and qualitative terms (Jacobs, 1996; Morley, 2007). This tends to be a reflection of the social and cultural nature of much the region, which, as Ejaz (2007) points out in the case of Pakistan, arises from "a rigid, restrictive and often misleading interpretation of the status of women in Islam" (p.19). Contrasting the perceptions of gender role prevailing in Pakistan, Khalid (2011) distinguishes between conservatives, who promote the marginalisation of women, and liberals, who believe in a full democratic role and female emancipation. While in developed countries, women now enjoy gender parity in access to higher education with 52% of tertiary students being female, in developing countries the proportion reaches just 27% (UNESCO, 2002).

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CLUSTER SAMPLING.....

* Freq	c f	cluster	* XVI	3500	52500	17	
* I	2000	2000	1	* XVII	4000	56500	18,19
* II	3000	5000	2	* XVIII	4500	61000	20
* III	1500	6500		* XIX	4000	65000	21,22
* IV	4000	10500	3	* XX	4000	69000	23
* V	5000	15500	4, 5	* XXI	2000	71000	24
* VI	2500	18000	6	* XXII	2000	73000	
* VII	2000	20000	7	* XXIII	3000	76000	25
* VIII	3000	23000	8	* XXIV	3000	79000	26
* IX	3500	26500	9	* XXV	5000	84000	27,28
* X	4500	31000	10	* XXVI	2000	86000	29
* XI	4000	35000	11, 12	* XXVII	1000	87000	
* XII	4000	39000	13	* XXVIII	1000	88000	
* XIII	3500	44000	14,15	* XXIX	1000	89000	30
* XIV	2000	46000		* XXX	1000	90000	
* XV	3000	49000	16				

* 90000/30 = 3000 sampling interval

SUMMARY AND CONCLUSION

Malnutrition among school going children in the perspective of regional and socio-economic disparity in Punjab.

Objectives

- To determine socio-economic indicators viz. income, religion, caste and education among school-going children from different regions of Punjab.
- To assess anthropometric profile and food and nutrient intake of school age children.
- To investigate clinical and biochemical parameters of anemia among children.
- To identify prominent determinants of malnutrition among Punjab's school-going children.

Methodology

For the selection of the subjects, thirty-cluster multistage sampling technique was used. A total of five districts; one each from Majha (Amritsar) and Doaba (Jalandhar) regions and three districts from Malwa region (Ludhiana, Ferozkot and Patiala) of Punjab were selected targeting school-going children. In the next stage of sampling, two blocks from each district were selected. The last stage included selecting two rural and one urban government school from each block selected in order to have a total random sample size of 1050 children in the age group of 11-17 years, representing the state of Punjab. A questionnaire was formulated to collect data on demographic and socioeconomic profile, anthropometric status, dietary intake, dietary pattern, clinical signs and symptoms of anemia and elemental iron supplementation, prevalence of common diseases, physical activity pattern, ecological conditions and sanitation and hygiene practices of the subjects. For the assessment of anthropometric profile, z-scores of height-for-age (HAZ) and BMI-for-age (BAZ) were calculated using WHO AnthroPlus software and were interpreted based on WHO Global Database on Child Growth and Malnutrition. Nutritional status of the subjects was assessed through dietary survey, comprising of an interactive 24-hour recall method, Food Variety Score (FVS), Household Dietary Diversity Score (HDDS) and food frequency questionnaire (FFQ). For the assessment of anemia, blood hemoglobin levels were estimated. For the assessment of anemia, blood hemoglobin levels were estimated. The completed questionnaire was serially coded and tabulated for statistical analysis using SPSS Windows version 16.0 (SPSS Inc., USA). The mean, standard deviation (for continuous variables) and percentages (for categorical variables) were calculated using standard methods given by Singh et al (1991). To analyze difference in the mean food intake, nutrient intake, z scores and hemoglobin level of the subjects, Student's t-test was used and for multiple comparisons between regions and analysis of variance (ANOVA) followed by Tukey's post-hoc test was applied.

Findings

Analysis of the data on demographic profile of the subjects showed that more than half of the sample was comprised of girls. Sikhism was the most predominant religion, followed by Hinduism and very small percentage of the subjects was Christians, Muslims and Jains. Over half of the subjects were belonging to scheduled caste (SC), and rest were either of General category (GC) or backward/other backward caste (BC/OBC). Doaba region had maximum number of SC subjects, but lowest percentage of those belonging to Sikhism. Data on socioeconomic status of the subjects showed that even though, overall from Punjab, most of the subject's parents were educated up to matriculation; the number of those (especially of mothers) without any worthwhile schooling was also quite substantial. Majha region had the highest and Doaba region had the least proportion of illiterate parents. Labour was the most pursued occupation of the fathers; while very few were doing business, private/government service or any other occupation. Majority (over 70% in Majha and Malwa region

If the population is very large, demographically mixed, and geographically dispersed, it might be difficult to gain access to a representative sample. All employees of the company are listed in alphabetical order. Instead, you select a sample. Instead of sampling individuals from each subgroup, you randomly select entire subgroups. You meet one person who agrees to participate in the research, and she puts you in contact with other homeless people that she knows in the area. 4. To conduct this type of sampling, you can use tools like random number generators or other techniques that are based entirely on chance. Non-probability sampling involves non-random selection based on convenience or other criteria, allowing you to easily collect data. Voluntary response sampling Similar to a convenience sample, a voluntary response sample is mainly based on ease of access. This is an easy and inexpensive way to gather initial data, but there is no way to tell if the sample is representative of the population, so it can't produce generalizable results. This method is good for dealing with large and dispersed populations, but there is more risk of error in the sample, as there could be substantial differences between clusters. This is called multistage sampling. What is non-probability sampling? You take advantage of hierarchical groupings (e.g., from state to city to neighborhood) to create a sample that's less expensive and time-consuming to collect data from. You assign a number to every employee in the company database from 1 to 1000, and use a random number generator to select 100 numbers. This type of sample is easier and cheaper to access, but it has a higher risk of sampling bias. Your sampling frame is the company's HR database which lists the names and contact details of every employee. There are two types of sampling methods: Probability sampling involves random selection, allowing ne acilbAp atsecne anu a odneidnopsr .olpmeje rop(etnemairatnulo v necefro es sanosrep sal .etnematerid otacnoc ne esrenop y setnapictrap sol a rigele .rodagitsevni led ragul nE .sadamtil sJAm res nedup senoislucnoc sus y .dadlilbaborp ed sartsuem sal noc euq selibAd sJAm nos nAicalbop al erbos recab edeup euq saicnerefni sal euq acifingis osE).seralimis selor ne sodaelpme ed oremAn omsim le etnemadamixorpa noc sadot(sAap le odot ed sedadicu 01 ne sanicifo eneit aA±Aapmoc aL .odanoiceles res ed dadlilbisop amsim al eneit nAicalbop al ed orbrmeim adac .elpmis airotaela artseum anu ne oirotaela oertseum elpmiS .sarto euq soiratnulo v res a sasneporp sJAm etnemetnerehni nJAs res sanosrep sanugla euq ay .sadgeges ogla sonem la nos erpmeis airatnulo v atseupser ed sartsuem saL .sanosrep 001 ed avitaneserper artseum anu adnirb el euq ol .serbmoh 02 y serejum 06 odnanoiiceles .opurg adac ne oirotaela oertseum nu osu ogeul .adagitsevni ocop o a±Aeueq nAicalbop anu ed laicini nAisnerpmoc anu rallo rrased onis .alipma nAicalbop anu erbos sisetAph anu raborp se on ovitejbo le .nAicagitsevni ed opit etse nE .seraluger solavretni a nejlle es sanosrep sal .raza la soremAn rareng ed ragul ne orep .oremAn nu noc artseucne es nAicalbop al ed orbrmeim adac.C .adulicni res ed dadlilbisop al nemeit nAicalbop al ed sorbrmeim sol sodot on y .soirotaela on soiretric sol ed nAicunf ne anoiiceles es artseum al .dadlilbaborp on ed oertseum le nE .odanoiceles res ed dadlilbisop al eneit nAicalbop al ed orbrmeim adac euq acifingis oertseum dadlilbaborp oertseum ed sodotAM dadlilbaborp .artseum al rages aArdop euq atsil al ne oluoco nAArt anu ayah on euq ed esrarugesa etnatropmi se .acincAAt atse asu iS .avitatitnauc nAicagitsevni ne etnemlapicnirp azilitu eS .artseum al ne etnematerroc odaneserper AAtse opurgbus adac euq razitnarag la sascierp sJAm senoislucnoc racas etimrep el .opurg le odot erbos sacitsAdatse saicnerefni setrefu recab arap AAT AAT .elbniopsid jAAtse on etnemalutca aiverp atsv al .agrac ed aiverp atsv iV .orenAg led nAicunf ne sotartse sod ne nAicalbop al edjetsu euq ol rop .aserpme al ed orenAg ed oirbiluqle le ejejler artseum al euq ed esrarugesa aeseD ed artseum ed selapicnirp sopit ortauc yaH .nAicalbop al adot a riulcni ebod oertseum ed ocrum uS .artseum al adot a seralimis sacitsAretcarac renet ebod opurgbus adac orep .sopurgbus ne nAicalbop al ridivid acilpmi nAibmat seretsAlc ed oertseum ed retsAlc led oertseum iE .nAicagitsevni us ed ovitejbo nAicalbop al racifitnedi e .artseum anu y nAicalbop anu ertne acinerefid al rednerpmoc ebod .oremirP artseum SV nAicalbop .daduic ut ne adneivir ed atlaf al ed saicneirepxe sal odnagitsevni sJAtsE .setnapictrap sorto ed sAVart a setnapictrap ratulcer arap even ed alob ed oertseum le rasu edeup es .osecca ed licAfidi se nAicalbop al iS even ed alob ed oertseum .aserpme al ed sodaelpme 0001 ed se nAicalbop uS .2 .odaertseum opurg adac ed oudividni adac a ayulicni euq elbisop se .elbisop etnemacitcJArp se iS .sonilucsam sodaelpme 002 y sadaelpme 008 noc atneuc aA±Aapmoc aL .siset o olucAtra us ed aAgolodotem ed nAices al ne artseum us AAnoiiceles omAac etnemaralac racilpxe ebeD .senoislucnoc racas aeseD euq la opurg le odot se nAicalbop al .opurgbus adac ed artseum anu ranoiiceles arap ocitjAmetis o oirotaela oertseum nu azilitu .ogeul .adulicni res ed dadlilbisop al nemeit soudividni sol sodot on y .soirotaela on soiretric sol ed nAicunf ne nanoiiceles es sanosrep sal .dadlilbaborp on ed artseum anu ne dadlilbaborp on ed oertseum ed sodotAM nAicidit ed olpmeje eliusnoC .seroirotela sacincAAt sal ed anu nasu retsAlc adac ed ortned sanosrep sal euq rartsomed edeup nAibmat .sednary nos seretsAlc soljorp sol iS .otceyorp us ed soicitejArp solicepsa sol y otisAporp le noc odreuca ed ovitejbo nAicalbop us etnemasoadiuc rinfid etnatropmi se setnaidituse sol ed soicivres sol noc saicneirepxe sus erbos sotad ed amag adaitrav anu rinuer arap oyopa ed sedadisecen setnerfid noc setnaidituse ed eires anu a otisAporp a Anoiiceles euq ol rop .dadisrevinu us ne sodaticapacitid setnaidituse sol ed saicneirepxe y semoinippo sal erbos sJAm rebas arap I if you use a non-likelihood sample, you should still aim to do it as a possible population representative. This is a convenient way to meet, get together. But as only surveying students who took the same classes as at the same level, the sample is not representative of all students of your university. Sampling frame The sampling frame is the real list of individuals from which the sample will be extracted. 3. 1. Sampling for convenience A sample for convenience simply includes individuals who turn out to be more accessible to the researcher. When an investigation is carried out on a group of people, à øThis is rarely collecting data from each person in that group. The common non-probabilistic sampling methods include sampling for convenience, voluntary response sampling, intentional sampling, sampling of snowball and sampling by quotas. It is often used in qualitative research, where the researcher wants to obtain detailed knowledge about a specific phenomenon instead of making statistical inferences, or where the population is very small and specific. Intentional sampling This type of sampling, also known as judgment sampling, involves the researcher using her experience to select a sample that is more useful for investigation purposes. Since there is no list of all homeless people in the city, the probabilities sampling is not à ø possible. From the first 10 numbers, a starting point is selected at random: number 6. This method is often used to collect data from a large and geographically disseminated population group in national surveys, for example. Sampling means selecting the group from which you will actually collect data in your research. The population can be defined in terms of geographical location, age, income and many other features. You want to select a simple random sample from 100 employees from the X Company. An effective intentional sample must have clear criteria and reasons for inclusion, you can certainly give you an idea of the subject, but the people who responded are more likely to be those who have strong opinions about the support services for students, so not being sure that ylaer era sretsulc delpmas eht taht eetnarauq ot luicifidi saAAeH .stneduts 001 fo elpmas a yevrus dlucuo uoy .ytisrevinu ruoy ni stneduts fo snoinipo eht gnilhraeser era uoy fi .elpmaxe roF .syaw tnatropmi ni reffid yam taht snoitaluopobus otni noitalupop eht gnivivid sevlovni gnilpmas deifitartS gnilpmas deifitartS .noitalupop regral a morf slaudividni fo tesbus a si elpmas A .iochgs elgnis a ni stneduts ro .noitidnoc hlaeh cificeps a htiw stneitap .ynapmoc niatrec a fo sremotsuc no sesucof hraeser ruoy ebayam .yrtnuoc ruoy fo noitalupop tuda elohw eht tuoba seclerrefni ekam ot tnaw uoy ebayam :worran etuq ro daorb yrev eh nac ti .tcudnoc ot reisaey yltighis yllausu si ti tub .gnilpmas modnar elpmis ot ralimis si gnilpmas citametsyS gnilpmas citametsyS .evoba nottab eht gnikilce yb repap eht daolnwod nac uoy .noitalupop a fo scitsiretcarahc eht tuoba sisehtopyh a tset ot uoy swolla gnilpmas .scitsitats ni .elohw a sa puorg eht fo evitatneserper si taht elpmas a tceles lliw uoy woh ediced ylulferac ot evah uoy .stluser ruoy morf snoislucnoc dilaw ward ot .ti etalpmoc ot ediced stneduts fo tol a dna ytisrevinu ruoy ta stneduts lla ot yevrus eht tuo dneus uoy .elpoep 001 fo elpmas a htiw pu dne uoy dna .jno os dna .63 ,62 ,61 ,6(deteeles si tsil eht no nosrep ht01 yreve .sdrawno 6 rebmun morF .seeyolpme roines sdrawot deweks si taht elpmas a ni gnitluser .selor roinj ni elpoep revo piks thgim lavretni ruoy taht ksir a si ereht .ytiroines fo redro ni detsil ruoy srebmem maet dna .maet yb seeyolpme spuorg esabatad RH eht fi .elpmaxe roF .sisyana lacitsitats htiw eveihca ot tnaw uoy tahw no gnidnepad salumrof dna srotaluclac ezis elpmas tnerreffid era erehT ?gnilpmas si tahW gnilpmas tuoba snoitseuq deksa yltneuerF .sretsule ruoy era eseht AAAe seciffo 3 tceles ot gnilpmas modnar esu uoy os .atad ruoy tceoloc ot eciffo yreve ot levart ot yticapac eht evah tAAAnod uoy .stneduts lla fo evitatneserper era snoinipo of the entire population. If you want to produce results that are representative of the entire population, probability sampling techniques are the most valid option. Non-probability sampling techniques are often used in exploratory and qualitative research. The number of people with whom you have access to "Snowballs" as you connect with more people. The sample is the specific group of individuals from whom you will collect data. You are researching the working conditions at Company X. Ideally, you should include the entire target population (and anyone who is not part of that population). In multi-stage sampling, or multi-stage group sampling, draw a sample of a population using smaller and smaller groups at each stage. Based on the overall proportions of the population, you calculate how many people should be sampled from each subgroup. SCRBRBR editors not only correct grammar and spelling errors, but also strengthen your handwriting by making sure your paper is free of vague language, redundant words and uncomfortable phrases. Sample Size The number of people you should include in your sample depends on several factors, including the size and variability of the population and its research design. To use this sampling method, divide the population into subgroups (called strata) according to the relevant characteristic (e.g., gender, age range, income support, job role). You are researching opinions about student support services at your university, so after each of your classes, you ask your classmates to complete a survey on the subject. The sample is the group of people who will actually participate in the research. research.

08/01/2022 - Cluster sampling is considered less precise than other methods of sampling. However, it may save costs on obtaining a sample. Cluster ... 02/11/2021 - Output: Step 3: Sample out 60% of students proportionately (create proportional samples from each stratum based on its proportion in the population) Proportionate Sampling: Using pandas groupby, separate the students into groups based on their grade i.e A, B, C, and random sample from each group based on population proportion. The total sample size is ... 03/01/2022 - Sampling Methods; Cluster Sampling; Cluster Sampling; Definition, Method and Examples . By Julia Simkus, published Jan 03, 2022. Cluster sampling is a method of probability sampling where researchers divide a large population up into smaller groups known as clusters, and then select randomly among the clusters to form a sample. 19/09/2019 - Sampling Methods | Types and Techniques Explained. Published on September 19, 2019 by Shona McCombes.Revised on January 19, 2022. When you conduct research about a group of people, it's rarely possible to collect data from every person in that group. Step five: Select the members who fit the criteria which in this case will be 1 in 10 individuals. Step six: Randomly choose the starting member (r) of the sample and add the interval to the random number to keep adding members in the sample. r, r+i, r+2i, etc. will be the elements of the sample. How systematic sampling works. When you are sampling, ensure you represent the ...

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