TOPIC

Political Empowerment of Women: A Case Study of Women Participation in Governance of Balochistan Pakistan

AUTHORS

1. Rehana Barkat, Ph.D Scholar, Pakistan Study Centre, University of Balochistan, Quetta, Pakistan.
2. Prof. Dr. Muhammad Usman Tobawal, Director, Pakistan Study Centre, University of Balochistan, Quetta, Pakistan.

Political Empowerment of Women: A Case Study of Women Participation in Governance of Balochistan Pakistan

[1] Rehana Barkat   [2] Muhammad Usman Tobawal

ABSTRACT:

The present research explores the facilitators and constraints to women's political engagement and leadership in Balochistan, Pakistan, employing both survey and interview data. A series of qualitative research methods; including, questionnaires, focus group discussions, interviews and documentary review were used to capture socio-cultural related, economical and organizational barriers to women. This study shows that familistic-Patriarchal culture and gendered social practices and structures hinder women's participation in governance a lot. Economic vulnerability and lack of resource rights, also increases non-recognition more so for women and especially those in the rural areas to engage in political activities. The paper thus revealed education as the power tool towards changing women, enhancing their status, attitudes to Work, and readiness towards leadership. However, lack of equal opportunities in accessing education is still a big setback. Measures like Community workshops, grass root organizations, scholarships to girls who want to study but are prohibited by their parents in such areas become workable strategies. Further, the direction of micro financing along with social entities at community level is emphasized for enhancing the fairness in socio-economic and political spheres especially in rural areas. This apparently shows that institutional challenges still exist even with enhancement strategies like gender quotas and reserved seats. Lack of stringent measures and low nomination of women for higher leadership political posts are evident to argue for structural change. Therefore, the study suggests that policy enforcement should be strengthened, leadership must be trained, and the organization's culture must be changed so that women can have an active role in gover-nance. The study shows that there is a close relationship between economic status, education, and politics. Efforts to increase women's agencies have the potential to produce meaningful, long-term improvements in governance, such as improved policy compared to health, education and welfare. Thus, this research ushers hope for policymakers, nonprofits, and community actors interested in the improvement of women's political participation across various nations and regions by attending to socio-cultural and institutional constraints. The study therefore reaffirms the need for both policy reforms and education and community mobilization to enhance gender balance at the leadership level.

Keywords: "Political Empowerment", "Women in Politics", "Gender Equality", "Balochistan", "Women's Political Participation".

Introduction

Women's political representation is a fundamental framework when implementing gender equality for democratic governance. This empowerment therefore relates to exercising women ownership of political power, whereby they can participate in decision making processes and or hold political positions or affect positive changes in policies[1]. Although much has been achieved across the world towards women's rights and their political autonomy, this is still a big hurdle in some parts of the world such

as Balochistan, Pakistan. Traditionally, women are not able take part in public and political activities because of social, economic and cultural factors that hinder them from participating in any activity[2]. Such constraints are even more manifest especially in societies that are conservative or traditional where traditional masculine hegemonic control over women and girls and gender discrimination is widely evident[3]. Gender equality, especially in leadership positions, is widely featured in international development structures as a focal area of improvement for many years. Some frameworks such as the United Nations Sustainable Development Goals (UNSDGs) agree that there's a need for the elimination of gender disparities and an upliftment of the representation of women in leadership for better and sustainable development[4]. The UNDP has stated that only 15% of the parliamentary members across the world are women and few nations have complied or exceeded the UN's call for at least thirty-three per cent women in parliaments. Women in politics do not only make it as a social right but is as crucial for the vigor and health of democratic institutions that could last[5].

 Although global advances have been recorded in women's political representation, some countries are still lagging behind; worse still, the situation in countries in regions such as South Asia, the Middle East and some parts of Africa remains appalling. These include Discriminatory laws SI, sexual and Gender based violence, patriarchy societal norms, and restricted resource access. For example, in 2019, women have only 24% of the seats in the United States Congress and in India's national elections in the same year, women made only 9% of all candidates, and about 14% of the winners of the parliamentary seats[6]. Efforts that have been employed in the advancement of women's political position across the globe include legal changes, quotas, training, and public enlightenment. The use of gender quotas in political institutions is one of the most effective ones; it has led to a visible increase in women's representation in many countries. For instance, the Rwandan policy of affirmative action; women make up more than 60% of the lower house of parliament, a percentage that is pertinent globally as of 2019.[7] All these illustrate that specific measures and approaches are necessary to increase women's political engagement.

Women's political participation is still a complex problem even in the countries with progressive legislation and measures. So, organizers saw systematic discrimination, social and economic vulnerability and lack of educational opportunity as the elements which still prevent woman from becoming active political players[8]. Thus, the liberal conception of political enfranchisement of women has to be augmented with longterm changes of the legal and cultural practices which continue to subordinate women. Political representation or representation of women in Pakistan politics has always been an issue because of social, cultural and institutional factors. While the Constitution allows equal political rights and the right to vote for example, women representation has remained small. Women's participation in political life was used to be more or less a decorative function with very limited impact on the decision-making process. But there have been some improvements in the recent years for instance the provincial and National Assembly has reserved some seats for women and the laws have

recently passed some of the key laws such as the Domestic Violence[9]. In the context of Balochistan it is observed that the odds are even more challenging for women's political representation will social and economic conditions in the province. Baloch girls and women are disadvantaged in many ways because they are denied education, health care and economic enfranchisement and all this hinders their capacity to engage in political processes. The socio-cultural nature in Balochistan is highly endogamous with traditional dominant male-oriented culture that does not allow women's participation in the public domain. This has led to poor women representation in the provincial governance structures through which most of the decisions impacting on their lives are made by men[10]. In order to address these challenges, there are certain processes been followed by the governmental as well as non-governmental organization in Pakistan? These measures are intended to raise woman's consciousness of their vote and political leadership roles, and participation on the political institutions and parties[11]. However, there is ambiguity on the success of the campaigns; still there is a big gap between the intended policy goals and the realities. Addressing the individual factors that is unique to women in Balochistan and is has to be addressed uniquely for the women to gain political power is the key strategy in empowering women in this part of the world. So the objective of this research is to analyses the contemporary level of women political participation in Balochistan province, Self-assessment of the obstacles women politicians come across and Evaluation of the extent of effect of enhanced political representation of women on governance result.

Methodology

Exploratory research design was used in order to discover new relationships which might have not been observed earlier and possibly influenced women's involvement in governance, and particularly in a part of the world where the number of women in politics is considerably low. From the exploratory research perspective, the study was also informed of some such constraints as culture, family, and societal norms that barred women from active participation in public activities. The instruments used for primary data collection were questionnaires, focus group discussions and interviews. The surveys enabled accumulation of quantitative data; this would be important for the study results to be generalized on people in the population[12]. FGDs and interviews gave more detailed understanding of women's experiences to grasp other non- functional aspects influencing their political activities[13]. The use of these methodologies made it possible for the research to give a comprehensive view of the situation with women's political participation in Balochistan. it is necessary to stress the use of a mixed-methods approach in capturing the quantitative and qualitative changes in women's political empowerment in the region of Balochistan. The approach or use of mixed methods allows the understanding of the extent of women participation and how sociocultural factors influence their participation in various activities. Quantitative surveys facilitate the assessment of the level of participation with reference to women while qualitative interviews let identify various difficulties women encounter in the sphere of governance.

Proposed Study Area

The study was carried out in Quetta district of Balochistan; the region was chosen because of a combined characteristic of both urban and rural areas. Thus, the study area was selected due to its political importance and as a microcosm of ethnographic Balochistan. The district encompasses different ethnic groups each having its own cultural practices that determine the status of women in leadership and otherwise. The target population for the study comprised of women living in Quette who are or could be engaged in the process of governance[14]. The analysed population comprised women from different, socioeconomic, educational, and ethnic backgrounds so that the selected sample reflected the diverse population of Quetta. In other words, choosing a very heterogeneous group of women, the study tried to encompass all possibilities of women's political participation.

Variables of the Study

The dependent variables for this study are Women's Representation in Governance which looks at the number of women in political party positions. It focuses on how involved women are in things like voting, political campaigning and discussing politics. The analysis explores the effects of women's involvement in making policies around gender, health, education and welfare. Barriers to Political Participation explain the reasons why women are not fully involved in government and politics. Impact of Women's Engagement studies how women's position in society and government impacts key policies and society's general well-being.

Socio-economic Status, showing women's income, profession and financial standing, is an independent variable that influences this situation. Cultural Norms and Beliefs studies the usual limitations placed on women with respect to jobs and being politically involved. This involves measures put in place by government or NGOs such as introducing more women in political parties and positions or training them to take part in political roles. Women's involvement in groups and initiatives within society gives them chances to join the political field. It concentrates on the educational chances that make women active in politics, including raising their awareness and offering training. 500 women were randomly selected from Quetta by focusing on their different age groups, educational achievements, income and where they live (urban and rural areas). As a result, the sample represented the many challenges women experience which helped analyze the results in more detail.

The formula used to calculate the sample size was:

$$n_0 = \frac{Z^2 pq}{e^2}$$

e is the desired level of precision (i.e. the margin of error),
p is the (estimated) proportion of the population which has the attribute in question,
q is 1 – p.

Research Analysis Tools

Structurally, the study uses quantitative and qualitative statistics to analyze the data

collected in order to make sound conclusions. The qualitative data is categorized allowing one to study trends and correlations and regression analysis, using statistical software like the SPSS, to analyze quantitative data and establish patterns of women political participation based on demographics. Quantitative data is analyzed using SPSS, which helps in analyzing the results from your survey while qualitative data is analyzed using NVivo which helps in categorizing the code from interviews as well as capturing the narrative aspect of women's experience[15]. Both are selected deliberately based on their matching performance for the respective types of data gathered; SPSS for its versatility in quantitative data analysis and NVivo to give depth in qualitative data analysis.

Results

Demographic Distribution Analysis

Age distribution by gender is illustrated in figure 1 and shows the differences across age groups of up to 30 years. Females are illustrated by the orange bars while males are illustrated by blue bars and there are more females seen than males of each age. The employment status of the staff is also not equal across the genders, and the largest difference is with the staff within the age of 25-35 with female staffs having more representation as shown below. Likewise, other age groups are comprised of females such as 20-25 & 35-45 years with only a few males within age categories. Gender and education level is illustrated in figure 1. Female enrollment stands out in all education levels, but more so in Bachelor's and master's levels, as depicted in the orange bars taller than the blue bars.
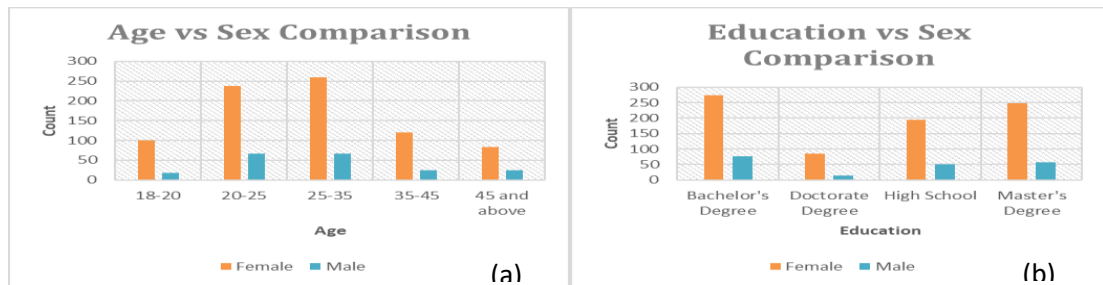

Fig.1 (a) age vs sex comparison of participant (b) education vs sex comparison of respondents
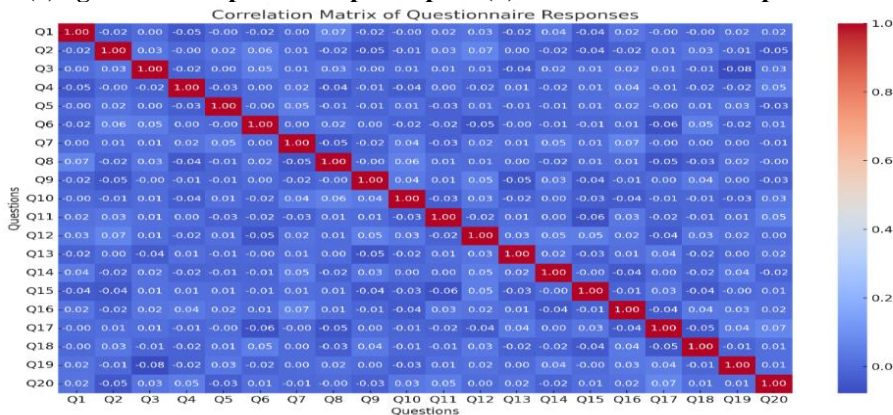

Figure 2 Correlation Matrix of Questionnaire Responses

Responses on Equal Participation of Women in Politics

Using the data obtained, a bar chart displaying views on equal participation of women in politics is created. The least engaged response is the Neutral response, 220 people chose it to mean they were unsure or indifferent towards the subject.
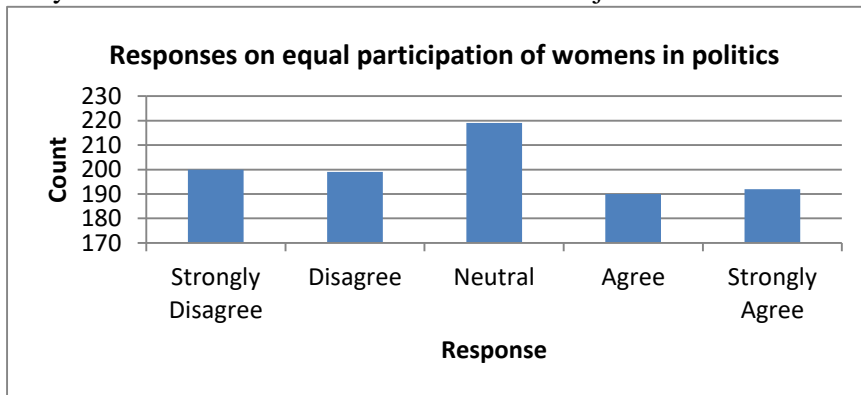
Responses on equal participation of womens in politics

Figure 3 Responses on Equal Participation of Women in Politics

Responses on Adequate Representation in Decision-Making

The bar chart explains the responses towards the question of adequate representation in decision making. We also observed that the highest percentage of Agree response with 210 respondents fully agree with this idea. Second, there is Strongly Agree which attracted approximately 200 responses proving intention on asserting representation.
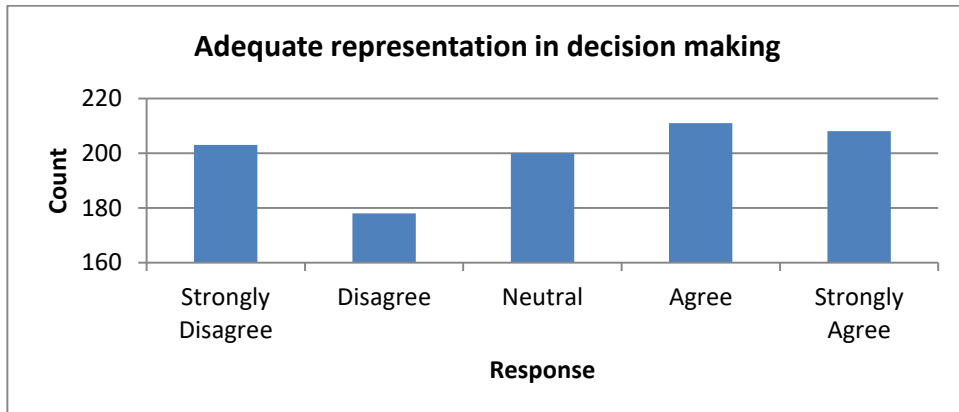
Adequate representation in decision making

Figure 4 Adequate Representation in Decision-Making

Impact on Governance

Figure illustrates the public perception of empowerment initiatives and their impact on governance outcomes in Balochistan. A significant portion of respondents (160) agree that these initiatives have positively influenced governance. A notable number (140) remains neutral, indicating uncertainty or lack of strong opinion. Around 120 respondents strongly agree, showing strong support for the initiatives. However, 100 individuals disagree, and a smaller group (50) strongly disagree, reflecting skepticism or opposition.
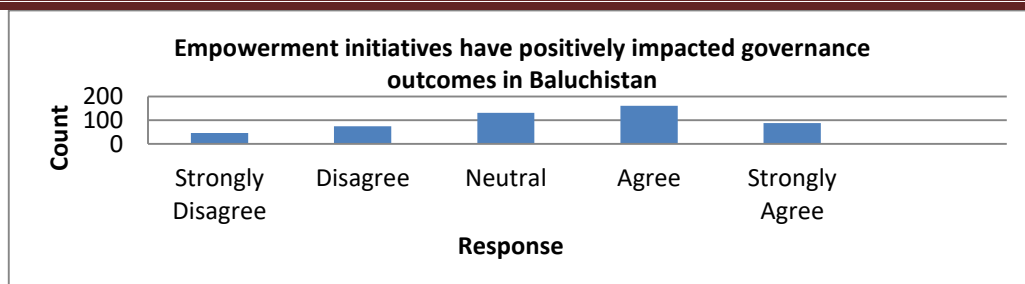
Empowerment initiatives have positively impacted governance outcomes in Baluchistan

Figure 5 Perception of Empowerment Initiatives in Governance

Socio-Cultural Influences

In the case of Balochistan, as depicted in Figure 10, socio cultural norms act as the barriers in women political participation. As many as 250 participants concurred with the statement regarding the overriding dominance of traditional and cultural influences. A significant number also strongly agreed with the assertion hence, the high level of concordance on this particular issue.
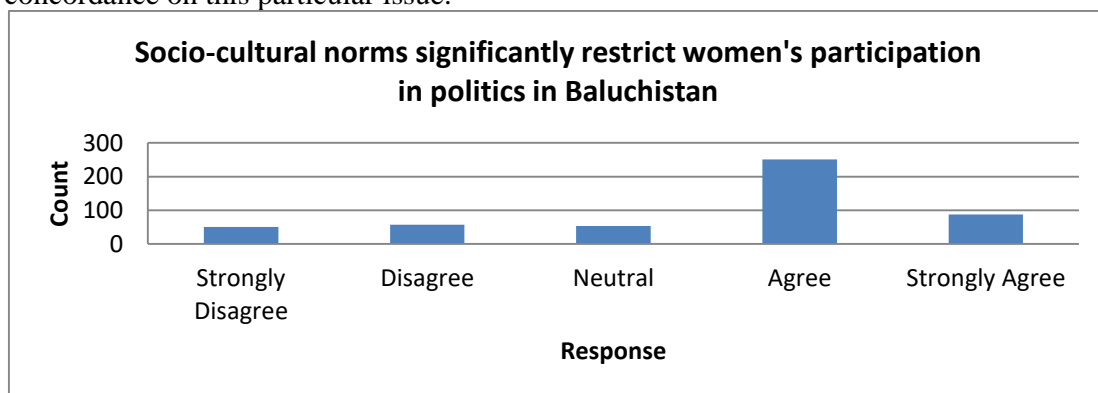
Socio-cultural norms significantly restrict women's participation in politics in Baluchistan

Figure 6 Socio-cultural norms restrict women's political participation in Balochistan.

Community-Level Efforts for Political Empowerment

Figure 7 presents a bar graph displaying the views concerning the discrimination of women in the political processes. Of the community, 56% strongly agreed or agreed with the statement, and 400 participants specifically felt this way. Few participants were in the neutral zone, and even fewer in the disagree or strongly disagree category.
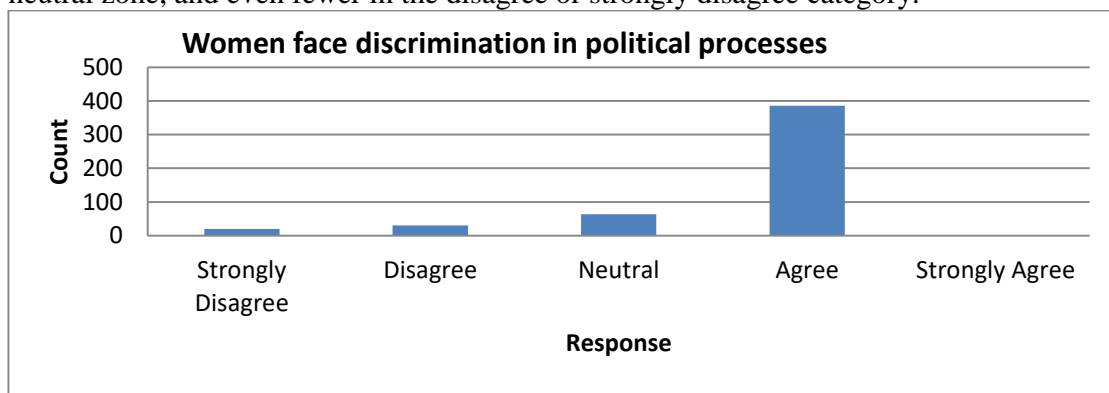
Women face discrimination in political processes

Figure 7 Responses on women facing discrimination in political processes

The results portraying the response to the statement on the acknowledgement of women in political debates are presented in form of a bar graph in figure 7. The rest of the participants conquered with this opinion, approximately 300 of the respondents. A few respondents were in the middle of the spectrum in terms of sentiment on recording video calls, while even fewer disagreed or strongly disagreed.
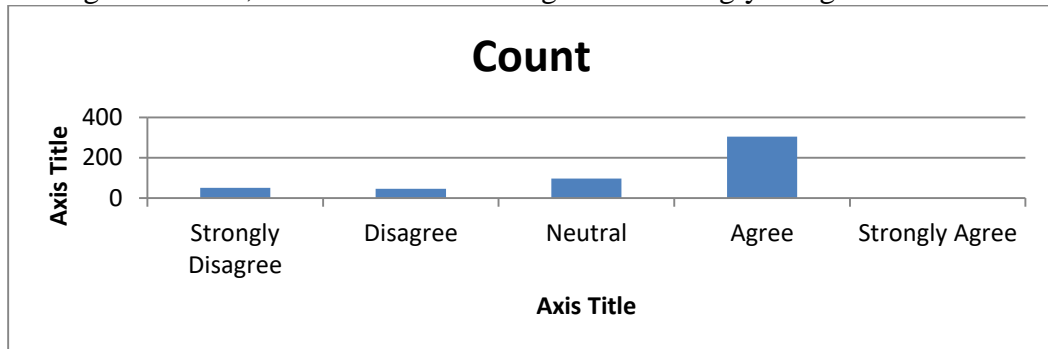

Figure 8 Responses on women's voices being heard in political discussions

The responses are demonstrated in the figure 14 with reference to the efficiency of the support structures for women. Others were in similar opinion with about 300 responses agreeing with the opinion. A small number of individuals remain neutral, few disagreed or strongly disagreed. These results demonstrate general perceptions with regard to the support structures, and also suggest ways that would reform the existing schemes and improve them.
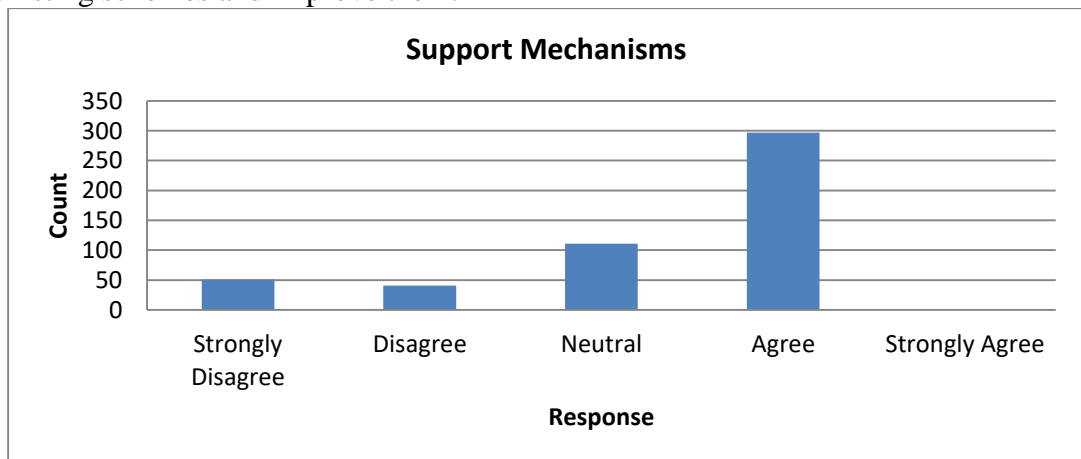

Figure.9 Responses on the effectiveness of support mechanisms for women

The responses about the effectiveness of women empowerment programs were also captured and the percentage results are shown in figure 9. The responses are quite equal while a considerable number of participants are in between the two that favor the marketing of breast pumps. Still, a considerable number affirmed, or strongly affirmed the effectiveness of these programs, and others dismissed it or strongly dismissed the programs.
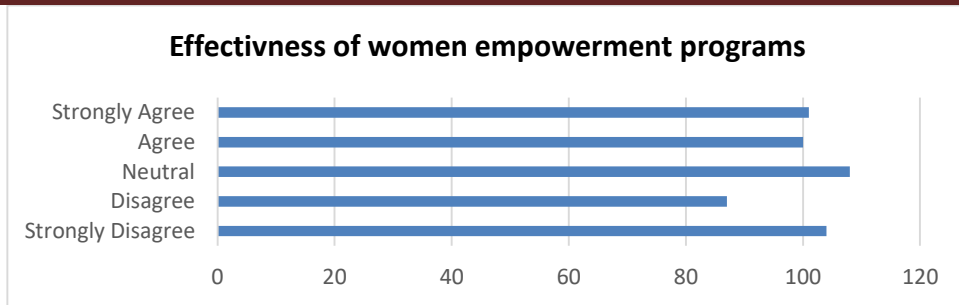
Effectivness of women empowerment programs

Figure 10 Responses on the effectiveness of women empowerment programs

In referring to the media's role in women empowerment, the respondents answered as is shown in the Figure 16 below. The majority of the respondents agreed with the statement and about 200 contributors endorsed the statement. A third category continued to be non-committal, either because of indecision or ambivalence regarding the role of the media.
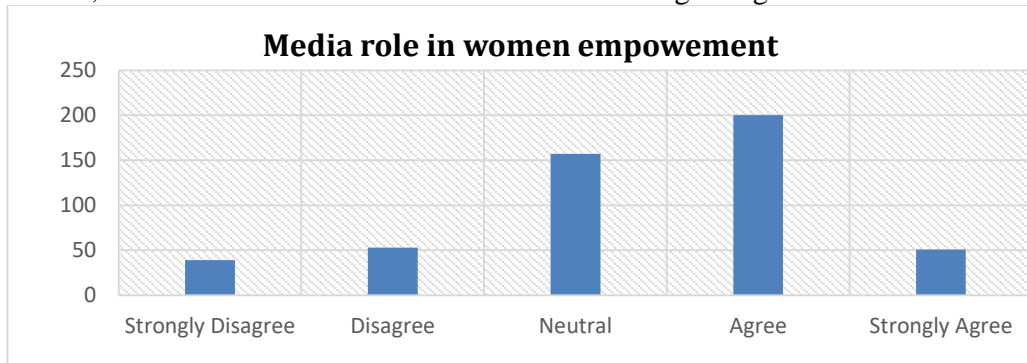
Figure 11 Responses on the media's role in women empowerment

Respondents' opinion on women participation in community decision making is illustrated in figure 11. The response pattern is reasonably symmetrical and fairly widely spread; a considerable point of the participants agreed or strongly agreed, and such an answer evidences that the women get involved in decision making within communities.

Figure 12 Responses on women's participation in community-based decision-making

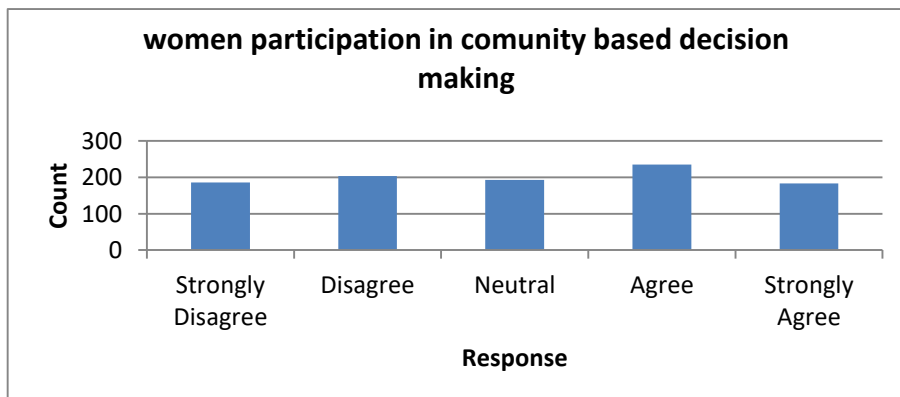Table 1 shows the responses on the effects of different factors on women's empowerment with different categories entailing community influence to women decision-making, economic influence, legal support for women, religious influence, and education influence. The responses are distributed across five levels: SD, D, NS, A, SA. Further, standard deviations corresponding to each category have been given to show dispersion of the responses. For example, the "Role of Education" received the most agreement, 198 people agreed in the statement that education plays a role in empowering women. At the same time, four of the solutions reveal statistically significant numbers of 'neutral' responses, which may suggest an absence or marginal effectiveness of initiatives in these fields: Leadership Training and Economic Empowerment.

Table 1 Responses to factors influencing women's empowerment and their standard deviations

Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Standard Deviation
Access to Leadership Training	56	67	135	176	66	47.29059103
Community-Level Decision-Making	46	73	119	179	83	45.90424817
Economic Empowerment	47	77	132	177	67	47.70744177
Government Policies Addressing Women's Needs	36	67	122	194	81	54.5270575
Impact of Traditional Gender Roles	42	68	116	196	78	53.56117997
Legal Support for Women's Rights	58	69	115	186	72	47.18050445
Political Motivation	49	72	130	173	76	45.14421336
Religious Influence	50	73	120	182	75	46.85722997
Role of Education	48	72	101	198	81	51.87292165
Transparency in Electoral Processes	43	73	134	167	83	44.52415075

Figure 13 illustrates mean response to factors affecting women's empowerment put under Strongly Disagree, Disagree, Neutral, Agree and Strongly Agree. This distribution of responses gives an insight into choices made at the community level, economic independence, legal representation of women, religion and leadership training.
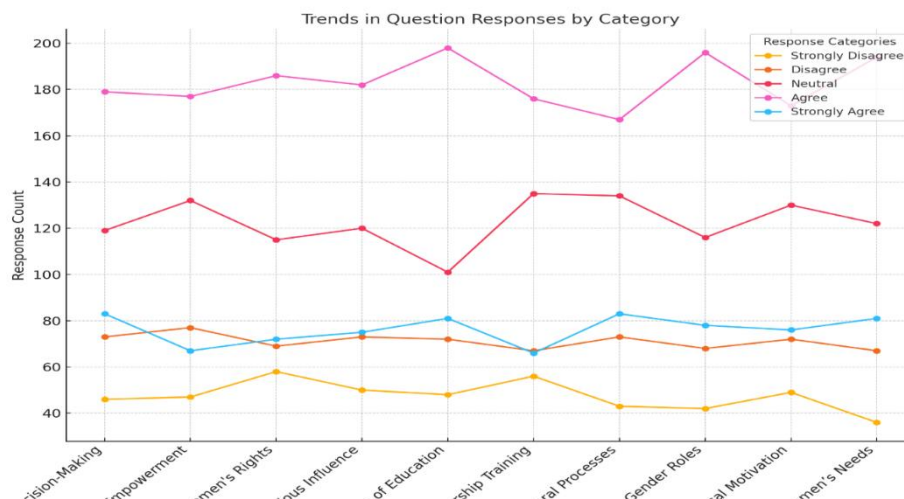
Figure 13 Trends in response categories across factors influencing women's empowerment

figure 14 shows the correlation between one category of response against other categories of response such as Strongly Disagree, Disagree, Neutral, Agree, and Strongly Agree in regard to various factors affecting the women empowerment. In the matrix, correlation values are illustrated as colored with a gradient, with negative ones standing for strong negative correlation and positive one for strong positive correlation.
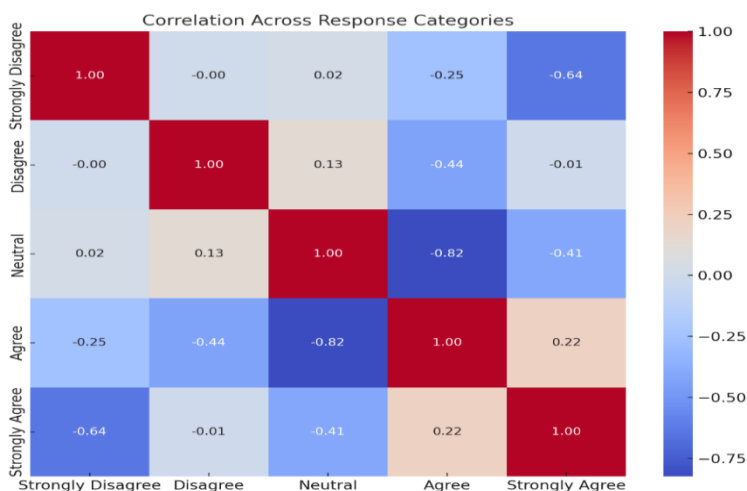

Figure 14 Correlation matrix of response categories on women's empowerment factors

Regional Disparities in Political Empowerment

Figure 13 compares urban and rural engagement in governance by analyzing three categories: A survey of Participation Level, barriers to participation and factors that motivate people to participate. While comparing the level of participation with the clients

the statistical data reveals that urban clients are more active in governance than rural ones, with participation rate over 70% to 50%.
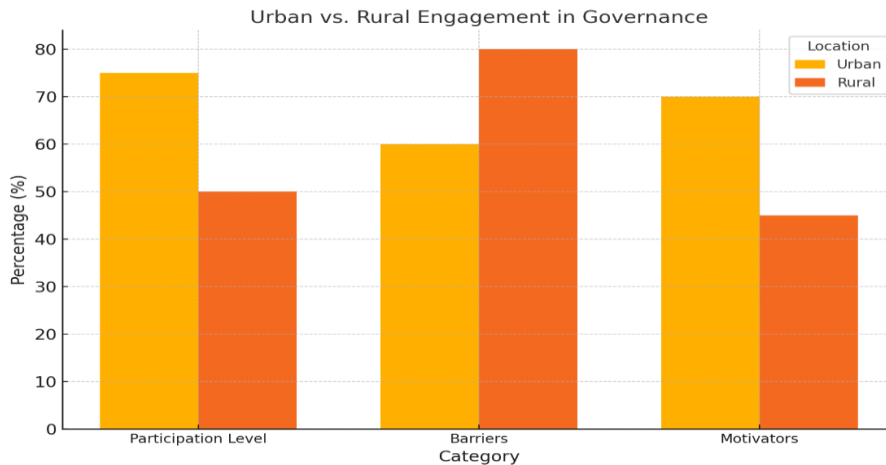

Figure 15 Urban vs. rural engagement in governance across participation, barriers, and motivators

Discussion

The conclusion of this study bears testimony to both the investigative work points to the fruits and failure in the political socialization of women in Balochistan. Despite the scarcity of women in decision making roles, the few has proven that they enhance the practice of inclusive governance[16]. Ending the conditions that obstruct women's empowerment therefore entails a community, organizational, and global level change strategy. Such reforms are supposed to be context-sensitive with a complicating engagement to structural features; therefore, it becomes critical for act ion to be both effective and enduring. One important component with which this process is closely connected is the identification of linkages between policy makers, community and civil society to develop integrated and implementable strategies[17]. Cultural beliefs and practices are not fixed, and other cultures have been changed through rigorous crusade and sensitization. The Balochistan is a place where religious and tribal leaders have a lot of say in the society; it can be the game-changer that turns the tide in correcting the society's perception[18]. Hence social embedding activities that expose women involvement in leadership would go a long way in changing the perspective of young girls.

The economic problems with women are greatly interrelated to poverty and underdevelopment in Balochistan[19]. Women have no the chance to get financial services through the traditional finance system, and this just make the situation worse for them. That is why we need to find new solutions to existing problems, like women's-only microfinance groups, and entrepreneurship schemes are useful in this case. Such measures should be aimed at providing awareness about business management and leadership so that women participate actively in political and economic arenas. Microfinance also results in a booster shot of funding for political parties, women's body

politic and grants in aid for women candidates among others, which provably enhances women's political participation and representation especially among women of low income caliber[20]. But beyond the issue are access, quality, relevance has to be achieved. Power-assertion based educational programs should focus on creativity, e-freedom, community mindedness and Self actualization. Schools should create environment conducive for girl child to be able to dream of one-day occupying leadership positions. Furthermore, community workshops and other forms of non-formal education in many societies produce the essential knowledge and skills that women with no formal education need to have. Other grassroots educational programs that are culture sensitive can therefore be encouraged to engage the families in order to support girl education in the conservative regions. The matter is that such efforts when it comes together with policies predicting equal opportunities in the sphere of education can raise women's confidence and their political participation. Education is and should remain the single biggest weapon in effecting a change in any society. Scholarship schemes, apprenticeship as well as leadership training for girls and young women can help to prepare a crop of leadership hungry individuals ready to vie for political positions. Education also builds up their confidence because they can be able to handle political demanding sectors and assert themselves in governance. I agree with the author, but the problem is that it is impossible to accurately represent those long stretches of nothing and at the same time leave out unnecessary information by saying something like "I told you everything in the previous chapters, but that is not important for understanding the topic". However, much as there has been progress, political institutions still present huge hurdles to womans empowerment. Indeed, the use of gender quotas, reserved seats for women have been adopted but rarely accompanied with enforcement measures. Unfortunately, political parties limit women's nominations for highly ranking positions and therefore the complaints are genuine. Structural changes should also suggest measures for handling persons who violate policies set forward for the implementation of gender equity. This is particularly good to ensure that women obtain equal chances in the political sectors given that institutions can also provide the fitting frameworks to place value on the issue and thus achieve durable change. Parallel with that, collaboration with the international organizations regarding financing and independent gender-sensitive policies monitoring can also contribute to leverage to find out the ways to impose those policies in politically non-eligible environments. Furthermore, institutions cannot wait for the framing changes in Political Culture but must be active to construct an inclusive Political Culture. Feminisation process covers the efforts that train political parties and electoral bodies of nations to allow women's improvements when in elections. Leadership development initiatives for women already occupying political positions useful for increasing their effectiveness as they can help to create positive change and bring about change that is desired in the society. These programs can be further advanced by the combined efforts of the governmental and non-governmental organisations whose aim is to

provide support to such a cause. A prosaic exploration of the present study in alternative prose has been presented below for ease of understanding:

Conclusion

The study underlines that women need political empowerment, particularly in the context of Balochistan, Pakistan. Laws meant to secure equal rights for women have not solved the problems women in Balochistan experience in their political involvement. Not having equal say, relying on men for economic support and limited education are the main reasons for the lack of female governance representatives. As shown by the study, while a number of changes have been introduced, like providing quotas and setting aside seats for women, very little has shifted regarding women's influence in political matters. Women often face serious challenges due to patriarchy and because many are not well informed about politics in rural areas. At the same time, this research points out that changes can be made for the better. Improving women's participation in politics can be achieved through initiatives in education, economic growth and promoting change in culture. Also, more effective policies and laws such as giving equal roles to women and prohibiting discrimination, are necessary to support women taking part in decision-making.

To improve political participation among women in Balochistan, there is a need for policy changes as well as local actions. Frail Voice Thanks The research offers helpful information for those promoting gender equality and women's political rights in Asia.

Recommendations

It should also include reaching out to the young people with the help of schools and college, to radically change the mentality of the generations. Other related and cultural activities that portray empowered women in leadership position also have the potential of transforming social narrative in an encouraging way. Blended learning solutions that target rural populations as recipients are effective for augmenting conventional schooling approaches and fill operational gaps. Governance and rights-based courses as interactive courses can help women be more politically active.

References

[1] Dar, S. A., & Shairgojri, A. A. (2022). Role of women in good governance. *Journal of social science*, *3*(4), 648-655.

[2] Shah, N., & Ahmed, B. (2021). Socio-Political Cultural Impedes of Women Participation in Politics of Balochistan. *Pakistan Study Centre*, *14*(2), 121-131.

[3] Javidan, P. (2021). Structural sexism: foundations, reproduction, and responses. In *Reduced inequalities* (pp. 1-14). Springer.

[4] Leal Filho, W., Kovaleva, M., Tsani, S., Țîrcă, D.-M., Shiel, C., Dinis, M. A. P.,…Lange Salvia, A. (2023). Promoting gender equality across the sustainable development goals. *Environment, Development and Sustainability*, *25*(12), 14177-14198.

[5] Monopoli, P. A. (2020). Women, Democracy, and the Nineteenth Amendment. *BUL Rev.*, *100*, 1727. Opoku, P. (2021). Women and Political Participation: A comparative study of Ghana and India. *Available at SSRN 3768023*.

[6] True, J. (2020). *Violence against women: what everyone needs to know®*. What Everyone Needs to Know.

[7] Demir, D. (2019). The impact of electoral gender quotas on women's representation in legislative decision-making bodies.

[8] Opoku, P. (2021). Women and Political Participation: A comparative study of Ghana and India. *Available at SSRN 3768023*.

[9] Ajodo-Adebanjoko, A. (2021). Giving voice to the voiceless: the challenges of women legislators in Nigeria's National Assembly. *Two decades of legislative politics and governance in Nigeria's National Assembly: issues, achievements, challenges and prospects*, 317-343.

[10] Alam, S. (2021). *Constraints, Challenges, and Struggle of Female Politicians: An Anthropological Study of District Hafizabad* Quaid I Azam University].

[11] Dolan, J., Deckman, M. M., & Swers, M. L. (2021). *Women and politics: Paths to power and political influence*. Rowman & Littlefield.

[12] Vis, B., & Stolwijk, S. (2021). Conducting quantitative studies with the participation of political elites: best practices for designing the study and soliciting the participation of political elites. *Quality & Quantity*, *55*(4), 1281-1317.

[13] Belaid, L., Ochola, E., Bayo, P., Alii, G. W., Ogwang, M., Greco, D., & Zarowsky, C. (2021). Exploring the impact of a community participatory intervention on women's capability: a qualitative study in Gulu Northern Uganda. *BMC Women's Health*, *21*, 1-12.

[14] LEHRI, Z. A., & ZAKIR, M. the role of NGOS for Improment of Education System in Quetta District, Balochistan.

[15] Al-Yahmadi, H., & Al-Wahaibi, I. (2024). The Degree of Using Qualitative Data Analysis Software among Researchers in the Sultanate of Oman. *Kurdish Studies*, *12*(2), 5596-5608.

[16] Mangubhai, S., & Lawless, S. (2021). Exploring gender inclusion in small-scale fisheries management and development in Melanesia. *Marine Policy*, *123*, 104287.

[17] Drieghe, L., Orbie, J., Potjomkina, D., & Shahin, J. (2022). Participation of civil society in EU trade policy making: how inclusive is inclusion? *New Political Economy*, *27*(4), 581-596.

[18] Ahmar, M. (2023). *The Challenge of Enlightenment, Conflict Transformation and Peace in Pakistan*. Taylor & Francis.

[19] Bashir, S., Khan, J., Danish, M., & Bashir, W. (2023). Governance and development challenges in Balochistan: A comparative study with other provinces and way forward. *International Journal of Contemporary Issues in Social Sciences*, *2*(4), 620-649.

[20] Wasua, E. K. (2022). *WOMEN ECONOMIC EMPOWERMENT IN POVERTY MITIGATION IN MWALA SUB COUNTY, MACHAKOS COUNTY, KENYA* The catholic University of Eastern Africa].