

Application Guideline for
“Survey on the Role of Information and Peers in Enhancing Female
Labor Force Participation in Pakistan, Phase I” Commissioned by
IDE-JETRO

April 27, 2016
Yasushi Akahoshi
President, Japan External Trade Organization

APPLICATION GUIDELINE

All of applicants should apply in accordance with this guideline, with recognition about contents of this specification.

1. Proposal Form Submission

Submit the Proposal Form in which all necessary items are filled and CV of the principal Researcher/Analyst which contains their names, addresses, education, language and work experience, following the instruction stipulated above clauses by the deadline shown below by e-mail or mail/courier service.

proposal@ide.go.jp

3-2-2 Wakaba, Mihama-ku, Chiba-shi Chiba, Japan 261-8545
Institute of Developing Economies, JETRO
TEL: +81-43-299-9500 FAX: +81-43-299-9731

Application DEADLINE: 18:00, May 17, 2016 (JST=GMT+8)

2. Evaluation Schedule

Accepting Proposal: April 27, 2016 ~ May 17, 2016
Evaluation Process: May 18, 2016 ~ May 20, 2016
Notification: by May 20, 2016
Contract: June 1, 2016

SPECIFICATION

Enclosed Proposal Form shall be submitted following all requirements and conditions specified in the clauses below.

1. Title of the Research

“Survey on the Role of Information and Peers in Enhancing Female Labor Force Participation in Pakistan Phase I”

2. Evaluation Criteria

- 1) Soundness and feasibility of sampling strategy to collect the required data.
- 2) Systematic arrangement for the survey to submit final results by the deadline without delay.
- 3) Credibility on institutional management experience to establish the team for conducting the questionnaire survey, especially by appropriate and sufficient allocation of its personnel. Some experiences in conducting questionnaire surveys with foreign clients (e.g. UN agencies).
- 4) Experience with household surveys with questionnaires on the related subjects.
- 5) Familiarity with the conditions of the study area such as previous survey experiences, possession of networks/resources.
- 6) Qualifications and competence of the principal researcher. Proficiency in speaking/writing/reading Punjabi, Urdu and English required.

3. Background and Objectives of the Research

South Asian countries are known for its low rate of female labor force participation (FLFP). In these countries, the dependency ratio is very high partly because the size of labor force is much lower than its working age population, and thus, enhancing FLFP is an important policy question. There seems to be a consensus that enhancing FLFP is a key to achieving development and poverty reduction (World Bank 2011; Duflo 2012).

The practice of purdah (literally “curtain” in Urdu, the practice of gender segregation and the seclusion of women in public) observed in South Asian countries has been ascribed as the cause of the low FLFP rate. Working outside necessarily requires some contact with non-relative males and thus, is considered as deviation from purdah. Observing purdah is an honor for the entire family, and violating it is a shame for them and implies that the family cannot afford to keep their women in purdah. Because of stigma associated with deviation from purdah, women even in desperate economic condition hesitate to participate in labor force. Among South Asian countries, FLFP is the lowest in Pakistan, where even sewing operators who usually consist of women in other developing countries are mostly men (Makino 2014).

However, as we conduct field surveys in Pakistan every year, we have recognized a remarkable change in people’s attitude toward FLFP. We could not find any single example of FLFP among households who own agricultural land when we conducted a survey in Faisalabad in 2013. Note that in rural Punjab, Pakistan, the social class still strongly persists, and the distinction between zamindar (household owning agricultural land) and kammee (landless household) is very

remarkable, and the former class is ranked absolutely higher than the latter. In the survey 2013, those households with FLFP are all from kammee class, which signifies that FLFP is only seen among households with lower status. In 2015, however, when we conducted a survey in Hafizabad, which is adjacent to Faisalabad, we found several zamindar households with FLFP. Moreover, those women who work in factories are not stigmatized; rather they seem to have a positive attitude toward working in a factory. What made this difference between the Faisalabad survey 2013 and the Hafizabad survey 2015?

One distinguished feature in Hafizabad is that Crescent Bahuman Ltd. (CBL), a pioneer export-oriented garment factory that intensively hires female sewing operators, provides female-friendly working environment and attracts many women to work there. By contrast, though Faisalabad provides more working opportunities as a premier textile city in Pakistan, most factories there, even export-oriented ones, hire a limited number of female workers. It seems that there is a threshold on the share of female workers in a factory above which women and their families become positive about working.

Even in Hafizabad, while some households are positive about their daughters working in a factory, other equally poor households are not. What makes this difference? During the previous field survey in Hafizabad, we have recognized that people generally do not know how female-friendly the working environment is at CBL, and how much the remuneration is. Those who do not know much about the information tend to be negative about their daughters working in a factory. For example, when we gave information on wages at CBL, many girls showed interest in working there. Information may be a bottleneck preventing FLFP in garment factories in Pakistan as that in business process outsourcing jobs in India (Jensen 2012).

The objective of this research is to empirically explore how providing job information encourages FLFP in Pakistan. In order to serve this objective, we will conduct a simple randomized controlled trial (RCT) in Hafizabad, in Pakistan. In Phase I, we will conduct the base-line survey and provide information on working environment and remuneration at CBL to treatment villages.

References

- Duflo, Esther. 2012. "Women Empowerment and Economic Development," *Journal of Economic Literature* 50(4): 1051–1079.
- Jensen, Robert. 2012. "Do Labor Market Opportunities Affect Young Women's Work and Family Decisions? Experimental Evidence from India," *Quarterly Journal of Economics* 127(2): 753–792.
- Makino, Momoe. 2014. "Pakistan: Challenges for Women's Labor Force Participation" in Takahiro Fukunishi and Tatsufumi Yamagata (eds.) *The Garment Industry in Low-Income Countries: An Entry Point of Industrialization*, Hampshire UK: Palgrave Macmillan, pp. 132–176.
- World Bank. 2011. *World Development Report 2012: Gender Equality and Development*. Washington, DC: World Bank.

4. Scope of Work on the Research

1) Pretesting of survey instruments

A CONTRACTOR will pretest the questionnaire for at least 20 households in order to improve questionnaire and let staffs familiarize interview. A CONTRACTOR will discuss with

IDE about any necessary changes in the questionnaire.

2) Selection of samples

It is expected that the survey incorporates 420 households within the commuting distance to CBL in the district of Hafizabad. The RCT treatment should be random at the village level. The eligible households are those with the economically active couple (i.e., the household head and his wife) who has at least one unmarried girl aged 15-30. A CONTRACTOR will construct a list of whole eligible households in each primary sampling unit (PSU) (e.g. ward). The number of PSUs covered should be discussed with IDE.

3) Data collection

Using the questionnaire, household data will be collected through interview by visit. Interview must be conducted with household's head or his wife depending on the village-level treatment by trained CONTRACTOR's staff. Interview without attendance of a CONTRACTOR's staff shall not be included in the household data submitted to IDE. Telephone interview may be used only to supplement or confirm data taken by visit.

A CONTRACTOR needs to make the most effort to increase household's response. In collaboration with IDE, a CONTRACTOR will request related authorities and organizations, such as District Commissioner's Office, for corporation to the survey. When collection of data for the planned number of households is at risk, a CONTRACTOR needs to report to IDE, and will discuss how to cope with the problem.

An interviewer will double check some key figures using the questionnaire's design allowing detection of inconsistency.

IDE staffs will join a CONTRACTOR project team for the first month of survey period to give on-the-job training and to check the appropriateness of questionnaire.

4) Delivery of data and the related documents

Data collected in the original questionnaires with household information shall be delivered to IDE via internationally reliable courier service (e.g. DHL, OCS, TCS, etc.). Also complete description of sample selection procedure including replacement process needs to be submitted.

5. Expected Outcome

The project is expected to produce household data with 420 households randomly selected from the compiled household lists.

6. Research Schedule

Term of Research work:

Research work shall be conducted from June 1, 2016 to March 31, 2017.

1) June 2016

Making a contract

2) June 2016 to July 2016

Pretest and sample selection

Finalize the content of treatment (i.e., providing information on working

- condition and remuneration at CBL)
- 3) August 2016 to December 2016
Data collection and treatment
 - 4) January 10, 2017
Submission of the household data in the original questionnaire and related documents

7. Payment method

IDE shall remit the amount of contract in two (2) installments as follows after receiving an invoice from a CONTRACTOR for each payment.

- (1) First payment (50% of total amount) : upon the signing of the Agreement
- (2) Second and final payment: upon submission of the Report (as specified in clause 8)

8. Reports

Report which contains the following items shall be submitted to IDE by mail/courier service by January 10, 2017;

- Data collected in the original questionnaire with household information
- Complete description of sample selection procedure including replacement process at minimum volume of A4 three pages (Word format)

9. Statement of Accounts and Time sheets

Statement of Accounts and Time sheets shall be submitted immediately after submission of Report (as specified in clause 11) within the contract period.

10. Budget Estimation Guideline

- (1) Maximum Total Budget: Maximum Total amount of (2) and (3) is 2,800,000 JPY.
- (2) Direct Expenses: See clause 11 for details.
- (3) Administrative Overhead: Administrative expenses on the Research activities, in maximum 10 % of total direct expenses would be on budget proposing.

11. General Condition of Expenditure and Account Management on the Research

(1) Expenditure Items

Expenditure items on the Research should be confined to the following items.

1) Direct Expenses

a. Honoraria for researchers

Keep Time Sheets provided by IDE-JETRO in order to confirm the status of the Research work.

b. Wages and salaries for research assistants

Upon hiring research assistants, keep Time Sheets specifying the name of the employee and content of service, to confirm the status of work.

c. Point to Notice on Calculation of Honoraria for Researchers or Wages and Salaries for Research Assistants

A CONTRACTOR shall be required to instruct joint researchers or research assistants to take an appropriate and adequate recess (e.g. noon recess) in accordance with the labor law or the employment practice of your country.

A CONTRACTOR shall be required to exclude the rest period from the working hours of the day when a CONTRACTOR calculate the honoraria for joint researchers or wages for research assistants.

2) Administration Overhead

Expenditure such as telecommunication and translation on the Research shall be borne within the amount of Administration Overhead.