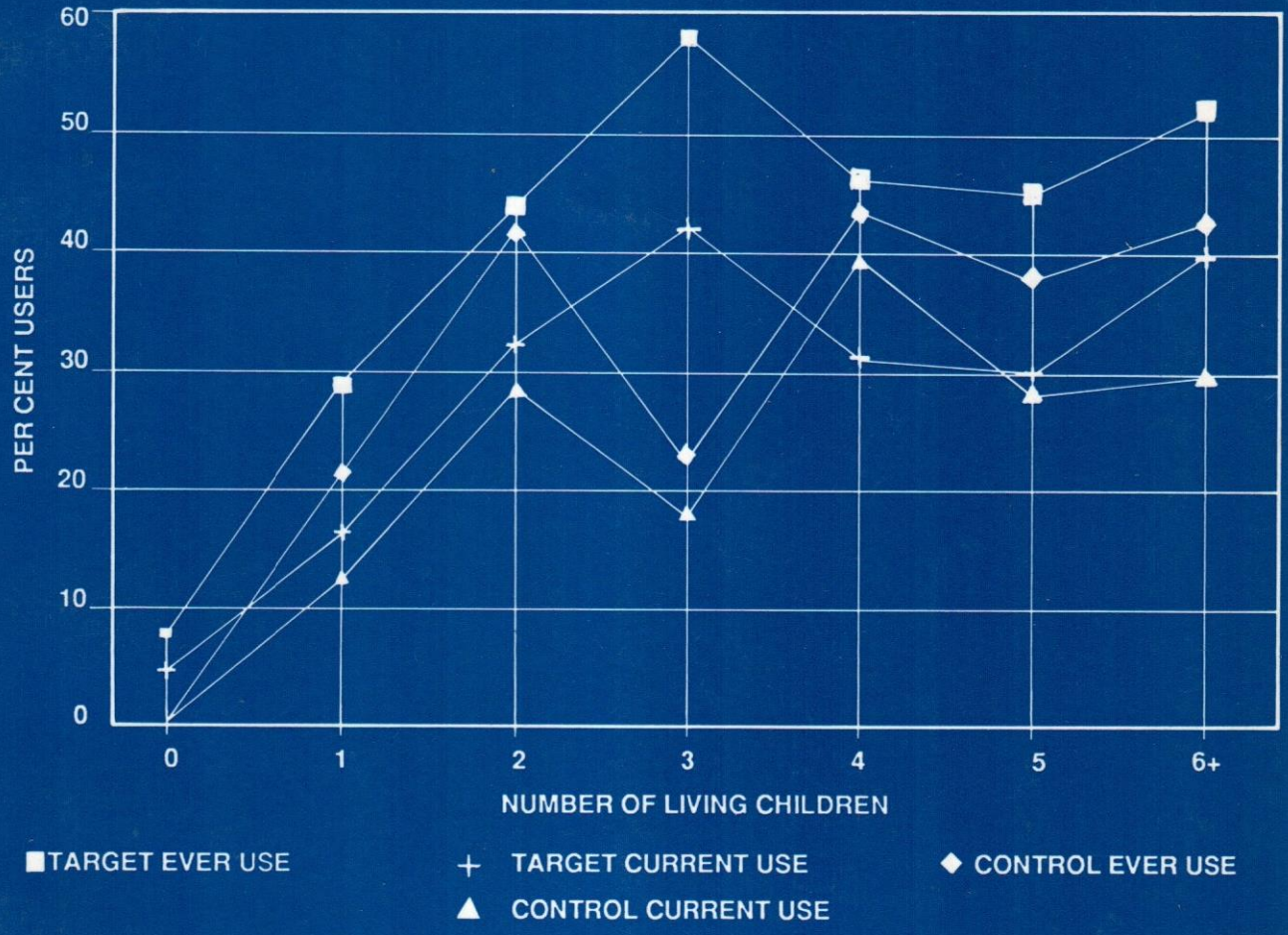
IMPACT OF POPULATION AND FAMILY WELFARE EDUCATION PROGRAMME ON INDUSTRIAL WORKERS IN PAKISTAN 1987



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IMPACT OF POPULATION AND FAMILY WELFARE EDUCATION PROGRAMME ON INDUSTRIAL WORKERS IN PAKISTAN, 1987

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FOREWORD

As an effort to moderate the high rate of population growth the Population Welfare Programme in Pakistan was officially initiated in 1960 as part of health activities. Since 1965 it continued to operate independent of health on country wide basis. Later on it is being operated as an integral part of over-all socio-economic development process of the country with the dual objective of motivating and providing family planning services to motivate couples for acceptance of small family norm.

The current Population Welfare Programme is multi-sectoral and broad-based. The strategy of the programme during the Seventh Five Year Plan (1988-93) is based upon active support and participation of relevant government departments, public institutions and the private sector in providing family planning services and promotional programmes to the eligible couples.

I.L.O. implemented a project "Population and Family Welfare Education For Workers" on July 1, 1984 for a period of 5.5 years. The project aims at improving the life and family welfare of workers in the organized sector by helping them to realize the requirements of responsible parenthood and the benefits of small family norm in relation to their incomes, living and attainment of a better quality of life, thus assisting in the achievement of the goals and targets of the National Population Welfare Programme.

NIPS was requested by I.L.O., Islamabad to undertake an evaluative study of the project so that results can be utilized for the improvement of the project and launch new such projects in modified form. NIPS carried out the study in 1987 and produced a comprehensive report analysing the impact, efficiencies and deficiencies of the programme. The authors of the report and NIPS staff should be congratulated for managing the survey and completing the study.

This study was financed by I.L.O., Islamabad. The financial support provided by I.L.O., to NIPS is gratefully acknowledged.

June 2, 1991

(DR. M. S. JILLANI)
Secretary to the
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UNFPA, Islamabad requested NIPS to undertake an evaluative study of their project "Population and Family Welfare Education For Workers". This project relating to Population Welfare was included into the activities of I.L.O. and implemented on July 1, 1984 for a period of 5.5 years. The project aims to educate industrial workers to realize the requirements of responsible parenthood and the benefits of a small family norm in relation to their incomes, living and working conditions, family needs and in regard to the attainment of a better quality of life, thus assisting in the achievement of the goals and targets of the National Population Welfare Programme.

NIPS carried out the study in 1987. Data were collected on questionnaires through a sample survey. The data have been analysed in the current report showing the impact, efficiencies and deficiencies of the programme. We hope the report would be useful for the programme managers.

This study would not have been completed without the continuous and dedicated efforts of many professional staff of NIPS specially Mr. Mohammad Jamil Arshad, Mr. Jamil Hayat Niazi and Miss Humaira Rahim. They successfully carried out the field survey and assisted in data analysis. Their assistance is gratefully acknowledged. The authors owe a heavy debt to Mr. Sajjad Latif Awan, Programmer of NIPS for assisting in editing, data processing and tabulation. Mr. Tariq Khan, Mr. Ghulam Safdar and Mr. Firdous Mohammad typed the whole manuscript and tables. Their contribution in that respect is highly commended.

Mr. Rafe-uz-Zaman, Population Programme Coordinator, I.L.O., Islamabad edited the report, examining every table and entire text. His contribution in that respect is highly appreciated. Dr. Yun Kim, Resident Advisor, NIPS was very instrumental in piloting the report through the press.

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June 2, 1991.

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CONTENTS

LIST OF TABLES

LIST OF FIGURES

CHAPTER I

INTRODUCTION

1.1 General

This is mid-term evaluation report prepared by the National Institute of Population Studies (NIPS) of the project entitled "Population and Family Welfare Education for Workers" (PFWEW). The project was sponsored by the Pakistan Ministry of Labour, Manpower and Overseas Pakistanis, funded by the United Nations Fund for Population Activities (UNFPA) and implemented by the International Labour Organization (ILO), Islamabad. The report presents the results of the mid-term evaluation of the second phase of family welfare education activities being carried out among the industrial labourers by ILO since July 1, 1984, following up on the first phase started in July, 1979.

The project is to continue through June, 1989 in its present form and, thereafter, be taken over fully by the Labour Division, as an integral part of its overall programme of education for workers, while also retaining its own identity.

The objectives of this study are: (1) to document various family welfare education programme activities such as seminars, workshops and meetings being carried out at the participating industrial establishments; (2) to measure the effectiveness of the Family Welfare Education Programme on the knowledge, attitudes and practice of family planning among industrial workers and their fertility behaviour; (3) to assess feasibilities of integrating such educational programmes into the regular components of Federal and Provincial Labour Division/Departments and their subsidiary institutions.

The evaluation study is based on a field survey conducted by the National Institute of Population Studies (NIPS) in June-July 1987 among a sample of 1,243 workers - 1,147 male and 96 female workers in 48 industrial establishments selected out of 386 industrial organizations involved in the programme.

1.2 Population and Family Welfare Education for Workers Project (PFWEWP)

Pakistan's current "Population Welfare Programme" is multi-disciplinary and multi-sectoral. The sector of industrial labour is part of its project for "Target Group Institutions (TGIs)". The International Labour Organization (ILO), with its long experience in this sector, had been involved in this part of the project for a total of about 8 years, with the financial assistance of UNFPA. The ILO project aims at helping workers in the organized sector to realize the requirements of responsible parenthood and the benefits of a small family norm in relation to their income, living and working conditions and family needs, including mother and child care, which should lead to the attainment

of a better quality of life and an increase in efficiency and productivity. Such developments should, gradually and steadily, assist in the achievement of the goals and targets of the National Population Welfare programme.

In order to effectively spread the population education programme in the industrial sector, efforts are made to motivate the managements and trade unions in industrial units to be covered under the programme and accept the programme through the provision of lectures, training and population education material. These industrial units, with the formation of labour management committees, are to further spread the cause of population education programme among workers through motivation and in-plant meetings. The purpose of this study is to evaluate the programme related activities of the industrial units under the programme and also to study its impact on industrial workers covered by the programme in comparison to those not yet covered.

By the end of June 1987, the current phase of the project had completed three years. During this period, project activities were extended to 567 industrial establishments covering a total estimated work force of 573,000 persons.

The project components included seminars, workshops and meetings. Various seminars, workshops and meetings held during this phase of the project include:

i) One-day orientation seminar for trade union representatives;

ii) One-day orientation seminar for management representatives;

iii) Two-day joint labour-management workshop;

iv) Five-day training workshop;

v) Three-day refresher workshop;

vi) In-plant motivational meetings;

vii) Special seminars and mass meetings.

These were the methods of mobilization for motivational and operational purposes. Up to 30th June 1987, 123 one to five day seminars/workshops, with a total participation of 2,923 persons, were held, which were followed up by in-plant communication and motivational activities that included 2,276 in-plant motivational meetings attended by about 47,200 workers.

1.2.1 Long Range Objectives of the Programme

In addition to assisting the National Population Welfare Programme in achieving its objective of improving the quality of family life, the Workers' Population Education Project aims at projecting a broad and enlightened concept of labour welfare, which should contribute to higher productivity and greater efficiency in the industrial sector.

1.2.2 More Immediate and Short Range Objectives of the Programme

i) Incorporating population and family welfare components into on-going courses at National Institute of Labour Administration and Training;

ii) Improving programme of communication, education and motivation for family welfare in selected industrial establishments;

iii) Facilitating employer and trade union involvement in this field;

iv) Involving the Federal Labour Division, the Provincial Labour Departments, and their subsidiary institutions in such projects on a regular basis;

v) Projecting the workers in the organized sector as a special force for promoting the smaller family norm in Pakistan.

1.2.3 Need for Evaluation of the Second Phase of PFWEWP

The second phase of the Population and Family Welfare Education Programme of Workers completed its two and a half years of the five-year cycle on 31st December 1986. Since the project itself was scheduled to continue through June 1989, a need was felt by GOP, ILO and UNFPA to assess its impact, its contribution as well as its deficiencies. Such an assessment should help in reviewing the entire operational pattern so that the weaker links be strengthened in time, for ensuring the effective catalytic role the programme is supposed to play in the industrial sector.

1.2.4 Objectives of Evaluation

The objectives of the evaluation of this project, as desired by ILO and GOP, are to describe the project activities and to measure their effectiveness in increasing knowledge, changing attitudes towards family planning, and increasing practice of contraception, thereby decreasing the birth rates among industrial workers.

In addition, the study hopes to provide answers to the following questions:

(i) Whether it is feasible to incorporate Population and Family Welfare components into the ongoing courses at NILAT, IRI, Workers' Education Centre and other training institutions for workers;

(ii) Whether promotion and intensification of the programme of communication, education and motivation for family welfare and planning should be expanded in industrial establishments of all the four provinces of Pakistan;

(iii) Whether there was any improvement of knowledge, attitude and practice of family planning among industrial workers;

(iv) Whether the Population and Family Welfare Education Programme for workers should be integrated into the regular concerns and activities of the Federal Labour Division, the Provincial Labour Departments, and their subsidiary institutions.

In order to answer these queries, a survey was conducted in selected industrial establishments, where labourers and workers were interviewed. In order to make comparisons, a separate survey was conducted in a control group where no such programme was in operation. Moreover, selected management and trade union representatives of the concerned industrial establishments, where the ILO programme is executed, were also interviewed in order to find out their views about the effectiveness of the project.

CHAPTER II

SURVEY DESIGN AND METHODOLOGY

2.1. Geographic Coverage of the Universe

As explained in the earlier chapter, the population education programme is executed in the industrial sector, whose units are spread in major urban areas of the country.

For purposes of evaluating the impact of the population education programme in the industrial sector of Pakistan, recourse was taken to the random selection of representative samples of industries from amongst the total industries where the population education programme has been continuously in operation since July 1984. As such, the geographical coverage of the total universe consisted of all the industrial establishments in 9 major cities of Pakistan.

In all, about 386 industries were included in lists provided by the project for 9 cities of Pakistan (Table 2.1), of which 189, or about 50 per cent, are located in Karachi and Lahore, whereas the remaining 50 per cent are spread out among the other 7 cities. For purposes of convenience, arising out of distance considerations, lack of sufficient funds and the time available, it was considered appropriate to restrict the sample universe to programme industries located in the two metropolitan cities Karachi and Lahore. However, the sample universes for Karachi and Lahore were treated separately for methodological, administrative and logistical reasons. The sample universes, both in Karachi and Lahore, were divided into two distinct groups, namely the Target Group and the Control

TABLE 2.1
DISTRIBUTION OF INDUSTRIAL ESTABLISHMENTS WITH PFWEWP

Name of District	No. of Industrial Establishments	Per cent Distribution
Peshawar	12	3.1
Islamabad	49	12.7
Lahore	63	16.3
Faisalabad	38	9.8
Gujrat	15	3.9
Gujranwala	39	10.1
Sargodha	7	1.8
Hyderabad	37	9.6
Karachi	126	32.7
TOTAL	386	100.0

Group. The Target Group comprised those industries where the Population and Family Welfare Education Programme was in operation, whereas in the Control Group no such programme was ever under-taken.

The selection of sample sizes in both the universes is not guided by the distribution of estimated size of labour force between the two universes. Instead, it involves consideration of administrative and logistic convenience, accessibility and the degree of cooperation likely to be obtained during survey operations. Under the prevailing circumstances, a sample of 725 industrial workers was fixed for the Karachi zone and 550 industrial workers for the Lahore zone. A two stage sampling procedure was used to arrive at the sample estimates of the labour force. In the first stage, a random selection of industries was made from among the strata of industries developed earlier, while in the second stage, random selection of industrial workers was made from among the industries randomly selected in the first stage.

2.2 Sample Selection and Allocation

The sampling frame for the target group consisted of all those industries where the programme had been in operation and where the estimated size of the labour force was available. These industries were then grouped into 11 different strata in both Karachi and Lahore. Strata were formed on the basis of the available distribution of industries which could be easily and distinctly represented by various types of industries. These strata were supposed to represent groups of industrial workers engaged in various types

TABLE 2.2
SAMPLE UNIVERSE OF INDUSTRIES (TARGET GROUP) WITH PFWEWP STRATIFIED ACCORDING TO SIZE OF INDUSTRIES AND LABOUR FORCE LOCATED IN KARACHI DISTRICT: PAKISTAN, 1987

	Name of Stratum	No. of Industries	Estimated Labour Force	
			Number	Per cent
1.	Government Industries	7	36, 467	19.6
2.	Semi-Government Industries	27	108,469	58.3
3.	Cotton and Cotton Garment Industries	14	12,838	6.9
4.	Service Related Industries	11	2,605	1.4
5.	Chemicals and Petroleum Industries	11	2,419	1.3
6.	Pharmaceutical Industries	18	7,070	3.8
7.	Electrical Goods Industries	4	3,907	2.1
8.	Food Industries	9	3,535	1.9
9.	Glass, Ceramics, Plastic and Rubber Goods Industries	11	2,791	1.5
10.	Heavy Mechanical Indutries	5	3,349	1.8
11.	Light Mechanical Industries	9	2,605	1.4
	TOTAL	126	186,055	100.0

of industries. Tables 2.2 and 2.3 portray the distribution of strata by size of industries and size and distribution of estimated labour force in both Karachi and Lahore. The structures of strata in the two universes are likely to differ somewhat because of differences in the type of industries located in these universes.

In order to arrive at estimates of a sample labour force for each stratum, the selected sample size of the two zones was distributed proportionately according to the estimated population of each stratum given in Tables 2.2 and 2.3. Initially, random selection of one industry from each stratum was done, but, where the size of the sample labour force for a stratum was large, more than one industry was selected from that stratum without replacement. Subsequently, the sample labour force for each stratum was randomly selected from the corresponding industry. Where the sample labour force for a stratum was large and where more than one industry had to be randomly selected, the sample labour force was first bifurcated proportionately among selected industries according to the size of their labour force.

Consequently, the bifurcated sample labour force was selected randomly from among the total labour force of the corresponding industry. Tables 2.4 and 2.5 portray all the steps involved in the selection of the sampled labour force. In all, 16 industries were selected from Karachi and 19 from Lahore. Names of selected industries with names of the corresponding stratum, the estimated size of their workforce, sample and enumerated labour force representing these industries are given in the Tables 2.4 and 2.5. It should be noted that, since the sample labour force for each establishment was determined on the basis of its relevant stratum position, indicated in Tables 2.2 and 2.3, the sample percentage of the total labour force of a given establishment is not constant. In fact, it varies from 1.1 to 16.7 per cent of the relevant total labour force.

The sample size of workers in the control groups of Karachi and Lahore, assumed as 50 per cent of the target group in their respective areas, were initially fixed as 350 and 275, respectively. However, industries outside the population education programme were very reluctant to entertain the survey team inside the premises of their industrial units. Most of the management of these industries were observed to be rather suspicious of the objectives of the evaluation survey. They claimed that the trade unions in their units would not cooperate with them for getting the survey work done. The usual reason put forward by several managements was that the survey work would interfere in the work of their industry. Moreover, political disturbances in Karachi had further restricted the movement of the survey team both within and outside industrial areas. In view of the above constraints, the sample size of the industrial workers for control groups had to be restricted to about 160 each in Karachi and Lahore. Table 2.6 portrays the names of the control group industrial units, the estimated size of their labour force, sample labour force and enumerated labour force. No systematic sampling procedure could be applied in the case of the control group, mainly because, unlike for the target group, no estimates of the labour force of industrial units outside the Population Education Programme could be obtained. Moreover, except for the 13 establishments men-

tioned in Table 2.6, the other industrial units would not agree to help undertake the present survey. The sample labour force for each of these industrial units was estimated by distributing proportionately the total sample size with respect to estimated labour force of those units. The sample labour force so estimated for each industrial unit was then drawn randomly from among the total labour force of their corresponding units.

2.3 Questionnaire

In order to evaluate the major objectives and functions of the Population Education Programme in the industrial sector and its subsequent impact on industrial workers, two questionnaires were designed. The first one was designed to assess the knowledge, attitudes and opinions of representatives of managements and workers of industrial establishments regarding objectives of PFWEWP, its specific activities, methods used in the educational programme, nature and quality of education materials and collaboration of management and workers for purposes of carrying out the programme. The second questionnaire was designed to collect data from the sampled workers of industrial establishments. Main issues on which data were collected are presented below:

i) Characteristics of Currently Married Industrial Workers;
ii) Knowledge and Attitude regarding Family Planning;
iii) Fertility Desires;
iv) Contraceptive Use;
v) Availability of Family Planning Services;
vi) Evaluation of Inputs of Population and Family Welfare Education Programme for Workers.

TABLE 2.3
SAMPLE UNIVERSE OF INDUSTRIES (TARGET GROUP) WITH PFWEWP STRATIFIED ACCORDING TO SIZE OF INDUSTRIES AND LABOUR FORCE LOCATED IN LAHORE: PAKISTAN, 1987

	Name of Stratum	No. of Industries	Estimated Labour Force	
			Number	Per cent
1.	Government Sector	20	49,569	59.5
2.	Semi-Government	6	4,915	5.9
3.	Cotton and Cotton Garments	6	4,415	5.3
4.	Chemical Industries	5	3,499	4.2
5.	Pharmaceuticals	4	3,582	4.3
6.	Food Industries	6	1,250	1.5
7.	Shoe, Foam Glass Industries	4	4,915	5.9
8.	Packages	2	2,832	3.4
9.	Transport Engineering	2	916	1.1
10.	Heavy Mechanical Industries	4	4,249	5.1
11.	Light Mechanical Industries	4	3,166	3.8
	TOTAL	63	83,308	100.0

These questionnaires were pre-tested in industrial establishments of Islamabad and Rawalpindi. The main objective of pre-testing was to examine the suitability of questions for getting adequate responses, to resolve linguistic problems, and to assess the approximate time required for filling each questionnaire.

2.4 Training of Field Staff and Data Collection

With due consideration of the location of the surveys, interviewers were selected from amongst fresh graduates of the Universities of Karachi and Lahore. In all, 41 male interviewers were selected from Karachi and 25 male interviewers from Lahore. One female interviewer each was selected from Karachi and Lahore.

Training of interviewers was conducted at Karachi and Lahore by the Deputy Project Director and the Project Coordinator. The training continued for two days at each location. It consisted of class-room lectures and practical training in the field. Components of the training are briefly recounted below:

i) Briefings on PFWEWP and Population Welfare Programme;

TABLE 2.4
RANDOMLY SELECTED SAMPLE INDUSTRIES (TARGET GROUP) WITH PFWEWP PROGRAMME IN KARACHI WITH TOTAL ESTIMATED LABOUR FORCE AND RANDOMLY SELECTED SAMPLE LABOUR FORCE: PAKISTAN, 1987

	Name of Sample Industry	Name of Stratum	Estimated Labour Force	Sample Labour Force	Enumerated Labour Force
1.	Pakistan Railways	Government	1,500	142	140
2.	Pakistan Machine Tool Factory	Semi-Government	2,259	140	138
3.	State Life Insurance Corporation	-do-	1,200	125	123
4.	Karachi Gas Company	-do-	600	39	38
5.	Karachi Pipe Mills	-do-	452	36	35
6.	Naya Daur Motors	-do-	700	45	44
7.	E.M. Oil Mills	-do-	300	38	38
8.	Jubilee Spinning	Cotton	1,151	50	49
9.	National Refinery	Services	850	10	10
10.	Crescent Pak. Soap	Chemicals	200	9	9
11.	Reckitt and Colman	Pharmaceutical	425	28	27
12.	Phillips Electrical Co.	Electrical	900	15	15
13.	English Biscuits	Food	350	14	14
14.	Dadabhoy Ceramics	Glass etc.	400	11	11
15.	A.E.G. Telefunken	Heavy Mech.	150	13	13
16.	Hilal Steel	Light Mech.	300	10	10
	TOTAL		11,737	725	714

ii) Procedures of sample selection of respondents from sampled industrial establishments;
iii) interviewing techniques;
iv) Planning methods;
v) Instructions for filling questionnaires;
vi) Mock interviews;
vii) Practical training in filling questionnaires.

A manual of instructions was also prepared and provided to each interviewer.

The planning of filed operations was done by NIPS staff. Two camp offices were established, one each at Karachi and Lahore. Initial data collection was managed by the Deputy Project Director and the Project Coordinator, assisted by 4 Research Associates of NIPS. These officers also had continuous telephonic contact with the Project Director for administrative and financial matters.

The work programme of data collection teams was designed well in advance and assignments were made from day to day. Adequate transport facilities were

TABLE 2.5
RANDOMLY SELECTED SAMPLE INDUSTRIES (TARGET GROUP) WITH PFWEWP PROGRAMME IN LAHORE WITH TOTAL ESTIMATED LABOUR FORCE AND RANDOMLY SELECTED SAMPLE LABOUR FORCE: PAKISTAN, 1987

	Name of Sample	Name of Stratum	Estimated Labour Force	Sample Labour Force	Estimated Sample Labour Force
1.	PECO, Badami Bagh	Government	2,277	24	23
2.	PECO, Kot Lakhpat	-do-	2,200	27	26
3.	Pakistan Mint	-do-	1,117	21	20
4.	Loco Workshop, Pakistan Railways	-do-	3,500	54	51
5.	Diesel Shed, Pakistan Railways	-do-	3,000	58	56
6.	Electric Loco Shed	-do-	389	12	11
7.	HTXR Goods Sick Line, Pakistan Railways	-do-	666	20	19
8.	Steel Shops, Pakistan Railways	-do-	3,842	112	109
9.	WAPDA Ichhra Sub-Division	Semi-Government	81	6	5
10.	WAPDA Model Town Sub-Division	-do-	419	27	26
11.	Pakistan Punjab Woollen Mills	Cotton	252	29	28
12.	Pakistan Oxygen	Chemical	200	23	22
13.	Wyeth Laboratories	Pharmaceutical	362	24	23
14.	Riaz Bottlers	Food	174	8	8
15.	Toyo Nasic Glass Factory	Glass	300	32	31
16.	Packages Ltd.	Food	3,000	18	18
17.	IMT Associated Tractors	T. Eng.	250	6	6
18.	Guard Filters	H. Mech.	260	28	27
19.	Rustam and Sohrab Cycle	L. Mech.	2,000	21	20
	TOTAL		24,289	550	529

provided by PFWEWP for the data collection teams.

Initially, the Deputy Project Director/Project Coordinator contacted the managers for the sampled industrial establishments and arranged the date and time schedules of visits of the team to industrial establishments for data collection. On scheduled dates and times, teams headed by supervising Research Associates visited the industries and collected the data. Generally, Research Associates interviewed the managers and representatives of workers, whereas interviewers collected information from workers. Male interviewers interviewed male respondents while female interviewers interviewed female respondents. The data collection was completed within one month, i.e. during June-July 1987.

Supervision on the spot was the responsibility of the Research Associates, who observed the day to day progress of teams, checked 100 per cent questionnaires and guided the interviewers. They, in turn, had a close link with the Deputy Project Director and Project Coordinator for arrangements of movements of teams to industrial establishments, and for administrative and financial matters.

2.5 Actual Coverage of the Sample

Almost all the questionnaires for management and trade union representatives of sampled industrial units (Target Group), where the Population Eduction Programme was in operation, were completely filled in. There were 35 such industries, out of which 16 (Table 2.4) were located in Karachi and 19 (Table 2.5) in Lahore. Management and Trade Union questionnaires for industrial units in control groups could not be filled in because these industries were outside the Population Education Programme. There were 13 industrial units in the control group, out of which 5 were located in Karachi and 8 in Lahore.

2.6 Non-response Rate

In the target group of Karachi only 714 industrial workers were interviewed (Table 2.4), since 11 workers could not be interviewed due to their refusal to answer family planning question during the holy month of Ramazan. The non-response rate here was 1.5 per cent only. In the target group of Lahore only 529 industrial workers were interviewed (Table 2.5), since 21 workers could not be interviewed on account of similar religious grounds or because they were not available. The non-response rate in Lahore was 3.8 per cent. On the whole, the non-response rate in the target group was 2.5 per cent only.

In the control group of Karachi, 154 industrial workers were interviewed, with 6 refusal, yielding a non-response rate of 3.7 per cent. Similarly, in the control group of Lahore, 153 industrial workers were interviewed, with 7 refusals, yielding a non-response rate of 4.4 per cent. In all, 307 workers were interviewed, with a non-response rate of 4.1 per cent.

2.7 Data Processing

All the completed questionnaires for representatives of management and trade union and industrial workers were first checked in the field by supervisors and field coordinators. On arrival at the headquarters, an experienced team of editors undertook the task of editing as well as checking these questionnaires. Sub-

sequently, trained coders were deputed to undertake the coding as well as checking of the questionnaires. Manuals of editing and coding were prepared in advance and were provided to editors and coders. All the needed tabulations were run on the computer through the application of the Statistical Package for Social Sciences (SPSS).

It may, however, be mentioned that there have been problems with data processing. As envisaged in the Project Proposal, the ILO and UNFPA Personal Computers were to be used for data processing, but due to some constraints, this was not done. The Computer Centre of Quaid-e-Azam University, with which NIPS had an understanding for utilizing computer time, could not be used because of reinstalling and renovation of their Computer Centre. Several other alternatives were explored, and, at the end, the computer facilities of United Bank Ltd. were utilized. They, however, gave low priority to NIPS work, which delayed the data processing considerably, which in turn has delayed the preparation of the draft report. Subsequently, other preoccupation of NIPS have delayed the finalization of the report in its present form.

TABLE 2.6
RANDOMLY SELECTED SAMPLE LABOUR FORCE PFWEWP (CONTROL GROUP) IN INDUSTRIES WITH NO PROGRAMME IN KARACHI AND LAHORE: PAKISTAN, 1987

	Area/Name of Industry	Estimated Labour Force	Sample Labour Force	Estimated Sample Labour Force
	KARACHI			
1.	Maqbool Ghee Co.	214	41	39
2.	Fateh Ali Chemicals	172	33	32
3.	J. P. Coats and Co.	174	33	32
4.	S. G. Rayon and Co.	146	28	27
5.	Wrangler Pakistan	130	25	24
	Total	836	160	154
	LAHORE			
1.	Ittefaq Brothers	565	30	29
2.	WASA	452	24	23
3.	United Foam Ltd.	433	23	22
4.	Ramtaj Industries	246	21	20
5.	Irza Private Ltd.	247	21	20
6.	Sazkar Chemicals	207	16	15
7.	Treet Corporation	164	14	13
8.	Spectrum Ltd.	137	11	11
	Total	2,451	160	153
	GRAND TOTAL	3,287	320	307

CHAPTER III

EVALUATION OF THE FUNCTIONS OF THE POPULATION AND FAMILY WELFARE EDUCATION PROGRAMME IN THE INDUSTRIAL SECTOR

The aim of the Population and Family Welfare Education for Workers' Project (PFWEWP) is to impart the concept of family limitation among workers in industrial units and to motivate them to adopt family planning methods as a requirement of family welfare. As a first step, management and trade unions in the industrial units are contacted by PFWEWP staff to enlist support for the said project. Special lectures on various topics, such as the objectives of PFWEWP and their importance, family welfare and population problems of the country, family health and family planning, are arranged in the premises of industrial units both for the members of management and the workers. The industrial units covered by PFWEWP are supplied population education material, such as pamphlets, posters and booklets. These materials are not only meant for Worker Motivators but also for other workers in their establishments, and for wider publicity, some of these materials are displayed on notice boards and in places like the cafeteria inside the establishments.

Management and trade union staff undertake the formation of Labour Management Committees or sub committees or Works Councils in their respective establishments. These Labour Management committees further assume the responsibility of effectively conducting programme related activities inside the premises of those establishments. The Committees appoint motivators from among the workers of industrial units whose main job is to communicate with and motivate other workers of the units. The Labour-Management Committees also hold in-plant motivational meetings, wherein discussions are held about family welfare and family planning. Some industrial establishments also provide family planning services, ranging from full facilities in a few cases to just the availability of condoms and contraceptive pills supplied by Worker Motivators or Fair Price Shops/Utility Stores. Others refer the motivated workers to outside Family Welfare Centres for family planning advice and services or their motivated workers themselves approach hospitals, doctors, drug stores and other sources.

The purpose of this chapter is to examine various functions of PFWEWP in general and to evaluate how far these functions have been successful in effectively carrying out the tasks of the programme. A series of questions about these functions were addressed to representatives of trade unions and managements, one each from each industrial unit. In order to compare the responses of

management and trade union representatives, the same questionnaire was administered to the two representatives of each of 35 programme industries. Questionnaire responses are presented in tabular form in this chapter. Because of the limited number of observations, the results should be interpreted with caution.

The present chapter, for purposes of convenience of analysis, has been split into six subsections, namely:

(i) Knowledge and Importance of Population and Family Welfare Education for Workers Project (PFWEWP);

(ii) Visits of PFWEWP Staff and Attitudes of Management towards PFWEWP;

(iii) Orientation of the Representatives of Management and Trade Union towards the Promotion of PFWEW;

(iv) Facilities and Activities Undertaken in Establishments to Promote PFWEW Objectives;

(v) Formation of Labour-Management Committees and Programme Activities in the Establishments, and

(vi) Trained Motivators and their In-Plant Motivational Activities.

These subsections may not strictly follow the sequence of questions asked in the schedule and the order of actual activities in regard to programme implementation.

3.1 Knowledge and Importance of Population and Family Welfare Education for Workers' Project

As a first step of the evaluation process, it was essential to inquire from the representatives of trade unions and managements about the objectives of PFWEWP. As shown in table 3.1.1, 94 per cent of the respondents of both trade unions and management were observed to be aware of the objectives of PFWEWP. Only in 6 per cent of the target industrial establishments were the representatives completely unaware of the objectives of PFWEWP. Although this percentage of unawareness seems to be small, it should receive careful consideration, as the workers of these industrial units are likely to suffer on account of the absence of adequate programme activities.

TABLE 3.1.1
AWARENESS OF THE OBJECTIVES OF PFWEWP AMONG MANAGEMENT AND TRADE UNION REPRESENTATIVES: PAKISTAN, 1987

Awareness of PFWEWP Objectives	Representatives of				All	
	Management		Trade Union			
	No.	%	No.	%	No.	%
Yes	33	94	33	94	66	94
No	2	6	2	6	4	6
TOTAL	35	100	35	100	70	100

There are three main objectives of PFWEWP which representatives of the programme units should know. These are:

(i) to promote family planning among industrial workers;

(ii) to improve the family welfare of industrial workers and raise their quality of life;

(iii) to recognize industrial workers in the organized sector as a special target group for promoting the small family norm in Pakistan.

Answers concerning specific objectives of the project by representatives of managements and trade unions are presented in Table 3.1.2. Two important objectives, namely, 1 and 2, have been reported mostly by both management and trade union, with objective 2 being emphasized more by the management and objective 1 by the trade unions. As stated earlier, in 6 per cent of the cases no knowledge of specific objectives was reported.

Further, to find out as to how important the objectives of the PFWEWP Project could be for the welfare of workers of the programme establishments, representatives of the establishments were asked to indicate the degree of importance of the objectives of PFWEWP for the workers of their establishments. It is interesting to note that 63 per cent of management and trade union representatives (Table 3.1.3) reported the objectives to be "very important", while 31 per cent reported it as "important". Only in 6 per cent of the cases has the degree of importance not been reported; and these cases coincided with those in which objectives of the project were not known.

Responses on reasons for the importance of PFWEWP objectives cited earlier have been recorded in Table 3.1.4. These objectives are translated into the concept of population pressure, which is essential from the point of view of understanding the process of family limitation in society. A majority of respondents from both management and trade union reported economic reasons (69 and 60 per cent,

TABLE 3.1.2
MEMBERS OF MANAGEMENT AND TRADE UNION REPRESENTATIVES HAVING SPECIFIC KNOWLEDGE OF THE OBJECTIVES OF PFWEWP: PAKISTAN, 1987

Objectives of the Project	Knowledge of Objectives among		Total
	Management	Trade Union	
	%	%	%
1. To promote FP among Workers	37	49	43
2. To improve the family welfare of workers and raise their quality of life	63	46	54
3. To recognize workers in the organized sector as a special target group for promoting the small family norm in Pakistan	34	29	31
4. Not reported	6	6	6
5. Others	3	0	1

TABLE 3.1.3
DEGREE OF IMPORTANCE OF PFWEWP OBJECTIVES EMPHASIZED BY MEMBERS OF MANAGEMENT AND TRADE UNION: PAKISTAN, 1987

Degree of Importance of the Objectives	Management		Trade Union		Total	
	No.	%	No.	%	No.	%
1. Very Important	22	63	22	63	44	63
2. Important	11	31	11	31	22	31
3. Not Reported	2	6	2	6	4	6
TOTAL	35	100	35	100	70	100

TABLE 3.1.4
REASONS FOR IMPORTANCE OF PFWEWP OBJECTIVES GIVEN BY MEMBERS OF MANAGEMENT AND TRADE UNIONS: PAKISTAN, 1987

Reasons of Importance	Management	Trade Union	Total
	%	%	%
1. Health Reasons	34	23	29
2. Economic Reasons	69	60	64
3. Family Welfare	49	40	44
4. Fewer Children	26	17	21
5. Too Many Children Burden	3	6	4
6. Family Worries	6	0	3
7. Increase in Working Efficiency	9	3	6
8. Others	3	0	1
9. Not Reported	6	6	6

TABLE 3.1.5
NUMBER OF INDUSTRIAL ESTABLISHMENTS BY PERIOD OF ESTABLISHMENT OF PFWEWP REPORTED BY MANAGEMENT AND TRADE UNION REPRESENTATIVES: PAKISTAN, 1987

Duration Since Beginning of PFWEWP in the Establishment	Management		Trade Union		Total	
	No.	%	No.	%	No.	%
0 - 1 Years	0	0	0	0	0	0
2 - 3 "	4	12	3	8	7	10
4 - 5 "	5	14	8	23	13	18
6 - 7 "	3	9	2	6	5	7
8 - 9 "	11	31	9	26	20	29
10 Years and more	1	3	3	8	4	6
Not Reported	11	31	10	29	21	30
TOTAL	35	100	35	100	70	100

respectively), 49 per cent of management and 40 per cent of trade union representatives reported family welfare as the second major reason; whereas the third main reason was that of health, reported by 34 per cent of management and 23 per cent of trade union representatives. Too many children as a burden on the family and family worries were reported by only a few respondents. Interestingly, only 9 per cent of the respondents from managements and 3 per cent from trade unions felt that an increase in the working efficiency of industrial workers was one of the reasons for introducing the programme in the industrial sector.

No worthwhile difference between the responses of the two groups seems to emerge, except that the management representatives have responded to more multiple questions as compared with trade union representatives, for which one reason could be the higher educational status of management.

One of the important determinants of programme impact naturally is the period for which PFWEWP has been operating in the industrial unit. About 29 to 31 per cent of the respondents did not remember when the project started in their industrial units (Table 3.1.5) Although answers to such questions are usually strongly affected by the period of recall lapse, in the present case, the overall data represent a less erratic picture of the distribution of responses. Barring differences due to recall lapses in the responses of management and trade unions, it can be observed from Table 3.1.5 that, in 35 to 37 per cent of the industries, the project was established during two to seven year period, i.e. 1980-87, whereas, in 26 to 31 per cent of industries, it was established during eight to nine year period, i.e. 1971-79. In the remaining 3 to 8 per cent of industries, the project is reported to have been introduced prior to 1971. However, responses suggesting beginnings before 1979 must be based either on some misunderstanding or a memory lapse, since the first phase of the project started only in July, 1979.

TABLE 3.2.1
NUMBER OF TIMES INDUSTRIAL ESTABLISHMENTS EVER VISITED BY PFWEWP STAFF: PAKISTAN, 1987

No. of Times Visited Establishment	Management		Trade Union		Total	
	No.	%	No.	%	No.	%
0	0	0	0	0	0	0
1	1	3	0	0	1	1
2	4	12	5	14	9	13
3	6	17	7	20	13	19
4	3	9	7	20	10	14
5	6	17	6	17	12	17
6	7	20	6	17	13	19
More than 6	4	11	3	9	7	10
Not Reported	4	11	1	3	5	7
TOTAL	35	100	35	100	70	100

TABLE 3.2.2
ATTITUDE OF TOP MANAGEMENT ABOUT PFWEWP: PAKISTAN, 1987

Attitude	Management		Trade Union		Total	
	No.	%	No.	%	No.	%
1. Very Favourable	10	28	5	14	15	21
2. Somewhat Favourable	16	46	16	46	32	46
3. Neutral	8	23	6	17	14	20
4. Not Very Favourable	1	3	8	23	9	13
TOTAL	35	100	35	100	70	100

TABLE 3.2.3
FREQUENCY OF THE APPROVAL OF FAMILY PLANNING ACTIVITIES BY LABOUR UNIONS IN THE INDUSTRIAL ESTABLISHMENTS AND THE SATISFACTORY COLLABORATION FOR THESE BETWEEN MANAGEMENT AND WORKERS: PAKISTAN, 1987

Approval/ Collaboration	Management			Trade Union		
	Yes	No	Not Reported	Yes	No	Not Reported
1. Trade Union Approves Family Planning Activities in the Establishment	32 (91)	3 (9)	0	30 (86)	3 (9)	2 (5)
2. Management-Worker Collaboration Satisfactory	32 (91)	3 (9)	0	24 (69)	10 (29)	1 (1)

Note: Figures in parentheses indicate the per cent distribution horizontally for each category.

TABLE 3.2.4
REASONS FOR UNSATISFACTORY COLLABORATION BETWEEN MANAGEMENT AND WORKERS FOR CARRYING OUT FAMILY PLANNING ACTIVITIES: PAKISTAN, 1987

Reasons	Management		Trade Union		Total	
	No.	%	No.	%	No.	%
1. Non-Cooperation of Management	0	0	2	6	2	3
2. Low Educational Level of Workers	0	0	1	3	1	2
3. Religious Objections	1	3	4	11	5	7
4. Production of the Establishment Affected	0	0	2	6	2	1
5. Programme Inactive	1	3	0	0	1	2
6. Labour Union Dislikes the Programme	0	0	1	3	1	1
7. No Formal Discussion Undertaken	1	3	0	0	1	2
8. Not Applicable/Satisfactory	32	91	24	69	56	80
9. Not Reported	0	0	1	2	1	1
TOTAL	35	100	35	100	70	100

3.2 Visits of PFWEWP Staff and Attitudes of Management Towards PFWEWP

With the introduction of the project in the industrial sector, it becomes necessary to examine as to how often the PFWEWP staff visits the target group of industries for assisting and promoting programme activities. Secondly, we need to determine the attitude of managements and trade unions towards PFWEWP in their establishments. Moreover, since management-worker collaboration is an essential component of the whole process of project implementation, it is also desirable to ascertain the extent of this collaboration.

Table 3.2.1. shows the per cent distribution of the frequency of visits of PFWEWP staff separately for the responses of management and trade union representatives. As usual, the problem of recall lapse has caused certain distortions in the pattern of responses reported by the two groups concerned. PFWEWP staff seems to have visited each establishment at least once. Inconsistency arises where management and trade union representatives of the same establishment indicate different frequencies, which may be a consequence of a recall lapse on the part of one or the other. About 12 to 14 per cent of the establishments reported two visits of PFWEWP staff subsequent to the first visit and prior to the survey interview. About 17 to 20 per cent reported three visits, 9 to 20 per cent reported four visits, and 43 to 48 per cent reported five or more visits. Surprisingly, about 3 to 11 per cent were unable to report any visit of PFWEWP staff. Besides a recall lapse, other reasons for non-reporting could include changes of management staff and elections of new trade union leaders.

As indicated in Table 3.2.2, about 14 to 28 per cent of the establishments reported a very favourable attitude of top management, whereas 46 per cent of the establishments reported the attitude as only some-what favourable, 17 to 23 per cent of the establishments reported it as neutral, and 3 to 23 per cent of the establishments reported it as not very favourable. Differences in the responses of the management and trade union categories seem to be large in the case of "very favourable" and "not very favourable" mainly because of differences in the ways in which the two groups perceive attitudes. It, however, appears that, in a number of cases, the attitude of top management is not as conducive to PFWEWP as it should be for effective programme implementation, and, indeed, as one would expect from the importance they accord to its objectives.

Besides the approval of management, the approval of trade unions is also highly desirable for effective programme implementation. Since management and trade unions continue to battle over wage increase of workers, it is imperative that the two should compromise on areas of interdependence between the overall welfare and the productivity of the workers. Table 3.2.3 shows that 86 to 91 per cent of the industrial establishments reported trade union approval of the family planning programme in their establishments. This figure is quite encouraging from the point of view of the on-going and the future success of the programme. As regards management-worker collaboration for effective implementation of the programme, the emerging picture is not as encouraging, because though 91 per cent of the management representatives thought management worker collaboration satis-

factory for the promotion of family planning, only 69 per cent of the representatives of the trade unions agreed with this. A significant portion, 29 per cent, of the representatives of the trade unions reported unsatisfactory collaboration between management and workers, which represents a serious drawback for PFWEWP activities.

The reasons for the unsatisfactory collaboration reported by the management of these establishments include religious objections, inactiveness of the programme, and absence of formal discussion about such collaboration (Table 3.2.4). From the workers point of view, lack of collaboration may be traced to religious objections followed by non-cooperative attitudes and the fact that production is adversely affected. No more than 3 per cent each mentioned the workers low level of education and dislike of the programme by trade unions themselves.

3.3 Orientation of the Representatives of Management and Trade Unions Towards PFWEWP

The PFWEWP project has developed elaborate arrangements for the orientation and training of management and trade union representatives through the following types of seminars and work shops:

(i) One-day orientation seminar for (a) management representatives and (b) trade union representatives;

(ii) Two-day joint labour-management workshop;

(iii) Five-day training workshop;

(iv) Three-day refresher workshop;

(v) Special trade union seminar/mass meeting.

The one-day orientation seminars seek to obtain the active support of (a)

TABLE 3.3.1
ATTENDANCE OF SEMINARS AND WORKSHOPS BY INDUSTRIAL ESTABLISHMENT: PAKISTAN, 1987

Name of Seminars/ Workshops	Management		Trade Union	
	No. of Establishment *1	No. of Times Attended *2	No. of Establishment *1	No. of Times Attended *2
1. One-day	18 (51)	38 (2.1)	12 (34)	22 (1.8)
2. Two-day	10 (29)	11 (1.1)	16 (46)	22 (1.4)
3. Three day	20 (57)	27 (1.4)	19 (54)	26 (1.4)
4. Five day	21 (60)	35 (1.7)	22 (63)	34 (1.5)
5. In-plant Motivational Meetings	15 (43)	65 (4.3)	16 (46)	64 (4.0)
6. Special TU Seminar	5 (14)	7 (1.4)	6 (17)	7 (1.2)
7. Special Mass Meeting	1	1 (1.0)	7	12 (1.7)
8. Other	1	1 (1.0)	1	1 (1.0)
9. None	1	1 (1.0)	1	1 (1.0)

*1. Figures in parentheses indicate the per cent of establishments participating in the seminars and workshops.
*2. Figures in parentheses indicate the number of times seminars/workshops attended by the establishment.

management by deliberating on how PFWEWP is in the vital interest of employers and management and how they can collaborate with workers towards this end (including coverage of the subjects: Population and National Industrial Development; Population Impact on the Quality of the Work-Force; Family Welfare and Family Planning; Management Opportunities for and Benefits from Promoting Family Welfare and Planning; A General Plan of Action), and (b) trade unions by discussing concern of trade union leaders, and how trade unions can secure management support and implement PFWEWP activities in an organized manner (including coverage of the following subjects: Family Welfare; Needs and Resources; Population; Employment and the future of our children; Family Planning for Family Welfare; Common Objections to Family Planning and Answers to these; The Trade Union's Role in Population and Family Welfare).

The two-day joint labour-management workshop then provides an opportunity for representatives of both management and trade unions to deliberate on how they may together plan and implement PFWEW in their establishments, in the process taking up the following subjects and carrying out exercise in working groups: The Welfare of the Worker's Family; Needs and Resources; Planning for Family Welfare; Management and Trade union Cooperation for PFWE and the Central Role of the Labour-Management Committee (LMC) for Family Welfare and its Methods of Operation; communication and Motivation for Family Welfare and Planning.

The five-day workshop aims at training new Workers Motivators (WM) through a combination of talks, discussion, working-group exercises and observation visits. Starting with a pretest and ending with a post-test to assess the achievement of training objectives, the Workshop, while also arranging visits to an industrial establishment where an LMC and WMs are working effectively and to a Family Welfare Centre and showing motivational films, deals with the following ten topics: Family Welfare; Needs and Resources; Population; Employment and the Future of Our Children; Planning for Family Welfare; Purpose and Methods; General Objection against Family Planning and answers to them; The National Population Welfare Plan; Services and Facilities; The Project for Population and Family Welfare Education for Workers and its Methodology; Tasks and Operations of the Labour Management Welfare Committee (LMC) and the Workers Motivators; Responsibility of the Mother and the Father and Cooperation between them; Making Budgets for Family Income and Expenditure; Method of Talking with and Convincing People; Revision of Major Aspects of the Themes (with special attention to the more controversial or more complex aspects).

The three-day refresher workshop, as its title suggests, is intended for old Worker Motivators, and, following a pretest, starting with an exchange of experiences and ideas on problems encountered and possible solutions for them, then deals with the following topics, through talks, discussion and group exercises: Record Keeping And Reporting; Communication and Motivation; The Worker Motivator as a Contraceptive

Distributor; Islam and Family Planning. Before concluding with a post-test, this workshop also arranges observations and discussion visits to a model collaborating industrial establishment and to a Family Welfare Centre.

The special seminars and meetings have been later added to the original project designed to secure collaboration from leaders of trade union federation, particularly those not associated with the APFTU and PNFTU, with whom special arrangements for collaboration exist, and to utilize certain opportunities for mass meetings, in a plant or in a worker's colony, to mobilize additional support . As only a few such seminars and meetings are held, participation in and awareness of them is limited, though they are designed to exert a significant influence on some key trade union leaders or some large groups of workers at particular establishments.

Since industrial units have their own work and production priorities, it is not likely that the industrial units will respond uniformly to invitations to send participants. Consequently invitations are sent to more establishments than are expected to participate. Furthermore, with a total three-year target of only 72 one to five-day seminars/workshops in Karachi and Lahore, with a total target attendance of 2,080, not all contacted establishments could be expected to participate in all types of seminars/workshops. Accordingly, as can be seen from Table 3.3.1, only 29 to 63 per cent of them participated in a given type of seminar/workshop.

Management and Trade Union recall on attendance of different types of seminars shows substantial variations in the case of one-day seminars and two-day joint workshops, perhaps because (a) trade unions are not aware of attendance of management in one-day seminars intended for them and (b) there is more worker representation in two-day joint workshops than from management, which then tends to remember only those in which it has itself participated.

The largest participation rate is in the five-day workshop, at 60 to 63 per cent, and the lowest in the two-day, at 29 to 46 per cent. The frequency with which an establishment has participated in the same type of seminar/workshop during the last three years ranges between 1.1 and 2.1. Those establishments participating more than once are generally those with a larger work-force, which therefore need to involve more people, from both management and trade unions, in the orientation and training process. In regard to in-plant motivational meetings, on which more is said later (pp. 29-30), however, the fact that these are reported by only 43 to 46 per cent of the establishments is disturbing, as, even allowing for some of those interviewed not being aware of meeting in fact held, it appears that a substantial number of establishments had no meeting at all or had them only infrequently according to recall, on average, only about 4 times in three years.

The low participation in the case of some establishments may also be due to the following factors: (a) that the top management is not sufficiently in favour of PFWEW and (b) that the management as a whole is reluctant to support project

activities because it perceives it as having a negative impact on the productive capacity of their establishments. The question also arises whether members of management and trade unions who attend seminars/workshops subsequently take an active part in PFWEWP in their establishments, to which answers will, however, be sought in a subsequent analysis of this report.

3.4 Facilities and Activities Undertaken in Industrial Establishments

Responses to inquiries with regard to the arrangement of lectures for in-plant meetings and the provision of population education are presented in Table 3.4.1. The table indicates that arrangements for lectures were made in about 69 to 74 per cent of the industrial establishments, which shows ratios are surprisingly higher than those previously indicated for motivational meetings (43 to 46 per cent). On the other hand, only 37 to 54 per cent of the industrial units reported receiving population education material in the form of posters, pamphlets and/or booklets.

Responses from management and trade unions to inquiries about their satisfaction with the provision of lectures, IEC materials and the arrangement of family planning advice and services in industrial establishments are given in Table 3.4.2. While it is encouraging that 89 per cent of trade unions and 94 per cent of management representatives expressed satisfaction with the provision of lectures, their response may be exaggerated, since earlier (Table 3.4.1) only 69 per cent of trade unions and 74 per cent of management representatives had reported the provision of lectures in their establishments.

On the other hand, only 43 per cent of trade union and 51 per cent of management representatives were satisfied with the provision of IEC materials. The least satisfaction is expressed in regard to the arrangement of family planning advice and services in the establishments. Only 31 per cent of the trade union representatives and 49 per cent of management representatives were satisfied with the ar-

TABLE 3.4.1
FREQUENCY OF USE OF LECTURES AND DIFFERENT IEC MATERIALS IN INDUSTRIAL ESTABLISHMENTS: PAKISTAN, 1987

Type of Media	Management		Trade Union		Total	
	No.	%	No.	%	No.	%
1. Lectures	26	74	24	69	50	71
2. Pamphlets	15	43	13	37	28	40
3. Posters	18	51	16	46	34	49
4. Booklets	19	54	15	43	34	49
5. Others	3	9	1	3	4	6
6. Not reported	2	6	0	0	2	3

N. B. Here more than one question was asked from each respondent.

TABLE 3.4.2
NUMBER AND PERCENTAGE OF MANAGEMENT AND TRADE UNION REPRESENTATIVES SATISFIED WITH THE PROVISION OF LECTURES, IEC MATERIALS AND FP SERVICES IN THEIR INDUSTRIAL ESTABLISHMENTS: PAKISTAN, 1987

Category	Management		Trade Union		Total	
	YES	NO	YES	NO	YES	NO
1. Provision of Lectures	33 (94)	2 (6)	31 (89)	4 (11)	64 (91)	6 (9)
2. Provision of IEC Material	18 (51)	17 (49)	15 (43)	20 (57)	33 (47)	37 (53)
3. Satisfactory Arrangement of FP Advice and Services	17 (49)	18 (51)	11 (31)	24 (69)	28 (40)	42 (60)

TABLE 3.4.3
OPINIONS ON ADEQUACY OF ACTIVITIES FOR FAMILY WELFARE EDUCATION AMONG WORKERS EXPRESSED BY MANAGEMENT AND TRADE UNION REPRESENTATIVES: PAKISTAN, 1987

Degree of Adequacy	Management		Trade Union		Total	
	No.	%	No.	%	No.	%
Very Adequate	5	14	3	8	8	11
Just Adequate	13	37	17	49	30	43
Not Adequate	17	49	15	43	32	46
TOTAL	35	100	35	100	70	100

TABLE 3.4.4
SUGGESTIONS FOR THE IMPROVEMENT OF PFWEWP EXPRESSED BY MANAGEMENT AND TRADE UNION REPRESENTATIVES: PAKISTAN, 1987

Suggestions	Management		Trade Union		Total	
	No.	%	No.	%	No.	%
1. More Seminars	15	43	14	40	29	41
2. More Participation of Workers in Seminars	17	49	17	49	28	40
3. More Follow-up Visits	9	26	8	23	17	24
4. More Lectures on Specific Topics	15	43	13	37	28	40
5. More Literature	14	40	13	37	27	39
6. More FP Advice and Services	11	31	17	49	28	40
7. Others	2	6	2	6	4	6

N.B. Here more than one question was asked from each respondent.

rangements of family planning advice and services in their industrial units.

Other less favourable assessments of PFWEWP activities are provided in response to inquiries about their overall adequacy, as detailed in Table 3.4.3. About 8 per cent of trade union and 14 per cent of management representatives reported that these activities in their establishments were very adequate and another 49 per cent of trade union and 37 per cent of management representatives considered them to be just adequate, whereas a sizeable proportion of establishments, 43 per cent of trade union and 49 per cent of management representatives, reported overall family planning activities as inadequate.

Suggestions for improvement in programme activities given by the two concerned groups, as indicated in Table 3.4.4, include references to more seminars, more participation of workers in seminars, more follow-up visits, more family planning lectures, and more family planning advices and services. Specifically, it may be noted that 40 per cent of trade union and 43 per cent of management representatives propose more seminars as a means of improving PFWE in the industrial establishments. Another 49 per cent of both groups suggest more participation of workers in these seminars. No more than 23 per cent of trade union representatives and 26 per cent of management representatives desire more follow-up visits of PFWEWP staff to boost programme activities in industrial units. However, 37 per cent of trade union and 43 per cent of management representatives wish to have more lectures on specific topics of population and family welfare, and 37 per cent of the first, and 40 per cent of the latter want more family planning literature to be made available inside industrial units. Provision of more family planning advice and services inside industrial establishments is desired by 49 per cent of trade union and 31 per cent of management representatives.

In contrast with the fair scope of PFWE within industrial establishments, the provision of family planning services and facilities lags behind these motivational activities and a major proportion of workers are dependent on outside sources. As indicated in Table 3.4.5, only 23 per cent of trade union and management representatives reported the provision of

TABLE 3.4.5
PROVISION OF FAMILY PLANNING SERVICES TO WORKERS IN INDUSTRIAL ESTABLISHMENTS: PAKISTAN, 1987

Source of Services	Management		Trade Union		Total	
	No.	%	No.	%	No.	%
1. In-plant Clinic	8	23	8	23	16	23
2. Fair Price Shop/Utility Store	13	37	11	31	24	34
3. FWC through Referral	3	9	1	3	4	6
4. Drug Store	5	14	5	14	10	14
5. Others	15	43	16	46	31	44
6. None	0	0	0	0	0	0

N.B. Here more than one question was asked from each respondent.

family planning services through in-plant clinics.

Another 31 per cent of trade union and 37 per cent of management representatives reported the provision of family planning services through fair price shops and /or utility stores located inside the premises of the establishments. Only 3 per cent of trade union and 9 per cent of management representatives reported referring family planning cases of industrial workers to Family Welfare Centres located outside the industrial units. While 14 per cent of the establishments indicated the utilization of drug stores as a source of contraceptive supplies for their workers, as many as 46 per cent of trade union and 43 per cent of management representatives indicated other sources of contraceptive supply, such as hospitals, doctors and basic health units. Thus, for establishments that do not have their own clinics (whose proportion is probably even larger than the 77 per

TABLE 3.5.1
ENCOURAGEMENT PROVIDED BY EMPLOYERS AND MANAGEMENT FOR THE FORMATION OF LABOUR-MANAGEMENT COMMITTEE: PAKISTAN, 1987

Respondents	Encouragement Provided		Total
	Yes	No	
Management	34 (97)	1 (3)	35
Trade Union	26 (74)	9 (26)	35
TOTAL	60 (86)	10 (14)	70

TABLE 3.5.2
MEMBERSHIP OF LABOUR-MANAGEMENT COMMITTEE OR WORKS COUNCIL IN INDUSTRIAL ESTABLISHMENTS: PAKISTAN, 1987

Membership	Management		Trade Union		Total	
	No.	%	No.	%	No.	%
0	2	6	1	3	3	4
1 - 4	10	29	10	28	20	29
5 - 9	11	31	11	31	22	31
10 - 14	5	14	5	14	10	14
15 - 24	2	6	2	6	4	6
25 - 34	4	11	3	9	7	10
35 - 54	0	0	0	0	0	0
55 and above	1	3	3	9	4	6
Not Reported/ Do not know	0	0	0	0	0	0
TOTAL	35	100	35	100	70	100

cent indicated by the sample), there is clear need to improve contact and collaboration between them and relevant Family Welfare Centres.

3.5 Formation Of Labour Management Committees and Programme Activities in the Establishments

As stated earlier, the administration as well as the promotion of PFWEW inside the industrial units is supposed to be the responsibility of a labour-management committee. The committee is formed from amongst members of trade union and management, and its membership tends to change with newly elected office bearers of trade unions. Further-more, the formation of committee also depends upon the interest and willingness of the employer and top management. The effective functioning of a committee depends upon the influence and commitment of its members and how well it plans and implements in-plant PFWE activities.

TABLE 3.5.3
NUMBER OF MEETINGS HELD BY LABOUR-MANAGEMENT COMMITTEE OR WORKS COUNCILS: PAKISTAN, 1987

Meetings	Management		Trade Union		Total	
	No.	%	No.	%	No.	%
During Last 6 Months						
0	11	32	8	23	19	27
1 - 4	12	34	14	40	26	37
5 - 9	5	14	5	14	10	14
10 - 14	0	0	0	0	0	0
15 - 19	0	0	0	0	0	0
More than 20	0	0	1	3	1	2
Not Available/ Do Not Know	5	14	5	14	10	14
When Need Arises	2	6	1	3	3	4
Many Times	0	0	1	3	1	2
TOTAL	35	100	35	100	70	100
During Last One Year						
0	11	32	8	23	19	27
1 - 4	7	20	10	29	17	24
5 - 9	6	17	4	11	10	14
10 - 14	3	9	4	11	7	10
15 - 19	1	3	1	3	2	3
More than 20	0	0	1	3	1	2
Not Available/ Do Not Know	5	14	5	14	10	14
When Need Arises	2	6	1	3	3	4
Many Times	0	0	1	3	1	2
TOTAL	35	100	35	100	70	100

As may be seen from Table 3.5.1, 97 per cent of management and 74 per cent of trade union representatives reported encouragement by employers and top management for the formation of labour-management committees. The differences in responses may well arise from the fact that management tends to overestimate the degree of its support; and in that case, the union response indicating that in 26 per cent of the establishments employers and top management do not provide encouragement for the formation of labour-management committee, is probably more valid.

However, as shown in Table 3.5.2, only 3 to 6 per cent of management and trade union representatives indicated that there was no labour management committee or works council in their establishments, which, taken together with the previous consideration, suggests that, in 20 to 23 per cent of the establishments, committees had been established despite a lack of managerial encouragement. Of the 94 to 97 per cent claiming to have labour-management committees, 28 to 29 per cent indicated 1-4 members, 31 per cent 5-9 members, 14 per cent 10-14, 6 per cent 15-24 members, 9-11 per cent 25-34 members, and 3-9 per cent 55 or more members. In about 74 per cent of the establishments, the membership of a labour-management committee ranged between 1 to 14 persons. The larger memberships probably pertain to works councils of large establishments.

Statistics relating to the number of meetings held by labour-management committees during 6 and 12 months prior to the interview are given in Table 3.5.3. Surprisingly, 23 per cent of management representatives did not report the holding of any meeting during the last 6 to 12 months, and another 14 per cent of them could not provide any information about the number of meetings, which suggests that, in 37 to 46 per cent of the establishments, committees had been inactive during the past year. Most of the other establishments tend to hold 1-9 meetings, with 40 per cent of trade union and 34 per cent of management representatives reporting 1-4 meetings during the last six months and another 14 per cent of both reporting 5-9 meetings during the same period of time. On the other hand, 29 per cent of trade union and 20 per cent of management representatives reported 1-4 meetings during the last one year and

TABLE 3.5.4
DEGREE OF ACTIVITY OF LABOUR-MANAGEMENT COMMITTEE OR WORK COUNCIL IN INDUSTRIAL ESTABLISHMENTS: PAKISTAN, 1987

Degree of Activity	Management		Trade Union		Total	
	No.	%	No.	%	No.	%
Not Active	14	40	10	29	24	34
Somewhat Active	15	43	21	60	36	51
Very Active	5	14	4	11	9	13
Not Reported	1	3	0	0	1	2
TOTAL	35	100	35	100	70	100

another 11 per cent of trade union and 17 per cent of management representatives reported 5-9 meetings during the same period of time. Moreover, 12 to 14 per cent reported 10-19 meetings during the last one year. Thus, five or more meetings in the year were reported by 28 per cent of trade union and 29 per cent of management representatives.

Although the frequency of meetings held by the labour-management committee is indicative of the degree of its activity, a separate question on this was also asked. As portrayed in Table 3.5.4, responses to it indicate that only 11 to 14 per cent of trade union and management representatives consider their labour management committees to be very active, while 43 to 60 per cent consider them somewhat active, leaving 29 to 43 per cent regarding them as inactive or giving no response to this question. This means that in several establishments probably including the 26 per cent lacking management encouragement, their labour-management committees are not performing their functions, and that, in 43 to 60 per cent of them, their functioning leaves considerable room for improvement.

3.6 Trained Worker Motivators and Their In-plant Motivational Activities

As pointed out earlier, the labour-management committees appoint motivators from amongst industrial workers. These motivators are entrusted the task of motivating other workers to adopt family planning. These motivators also hold motivational meetings inside the establishment with a view to further the cause of family planning among fellow workers. All these PFWEW activities of the motivators depend upon the workers being allowed to work as motivators by employers and management. Moreover, the motivational impact is also dependent on the ratio of motivators to workers and the frequency of motivational meetings organized by them.

TABLE 3.6.1
MANAGEMENT SUPPORT FOR WORKER MOTIVATORS AND MOTIVATIONAL MEETINGS AND ADEQUACY OF MOTIVATIONAL MEETINGS FOR FP PROGRAMME: PAKISTAN, 1987

Facilities	Management			Trade Union		
	Yes	No	Not Reported	Yes	N0	Not Reported
1. Worker Motivator Allowed to Engage in PFWE	33 (94)	2 (6)	0	28 (80)	7 (20)	0
2. Time Provided for In-plant Motivational Meetings	29 (83)	6 (17)	0	19 (54)	16 (46)	0
3. Motivational Meetings Sufficient to Promote Family Planning	15 (43)	20 (57)	0	15 (43)	20 (57)	0

Note: Figures in parentheses indicate the per cent distribution horizontally for each category.

As shown in Table 3.6.1, 94 per cent of management and 80 per cent of trade union representatives reported that employers and top management have allowed worker motivators to engage in PFWEW activities in their establishments. Moreover, 83 per cent of management and 54 per cent of trade union representatives reported that employers and top management have provided time for holding in-plant motivational meetings. Here, it again appears that management tends to exaggerate its support for worker motivators and in-plant motivational meetings; so that the trade union assessment that in 20 per cent of establishments management does not allow worker motivators to carry out PFWE activities and in 46 per cent of them provides no time for in-plant motivational meetings is more likely to be a correct reflection of the actual situation. Furthermore, 57 per cent of both management and trade union representatives thought that current motivational meetings are not sufficient to promote family planning among workers. This suggest both that, as stressed in seminars/workshops, much depends on the Worker Motivator's interpersonal communication, and that the frequency and effectiveness of motivational meetings need to be enhanced.

Apart from some inexplicable differences in management and trade union response, as shown in Table 3.6.2, 57 to 60 per cent of their representatives indicated that 3 to 8 Worker Motivators were active in their establishments. Of the remainder, 14 to 31 per cent reported 1-2 active Worker Motivators, 26 per cent of both 6 or more, 3 to 17 per cent none, and 3 per cent of both gave no indication. It is likely that the number of Worker Motivators generally increases with the size of work-force in an industrial establishment. However, their ratio to the married work-force is often low and in the Annual Report for 1986-87, has been estimated at an average of 1:498 for a total of 42 reporting industrial establishments.

In-plant motivational meetings have been organized by both the PFWEWP staff and worker Motivators in concerned establishments. Table 3.6.3 records

TABLE 3.6.2
NUMBER OF WORKER MOTIVATORS WHO ARE ACTIVE IN INDUSTRIAL ESTABLISHMENTS: PAKISTAN, 1987

No. of Motivators	Management		Trade Union		Total	
	No.	%	No.	%	No.	%
0	6	17	1	3	7	10
1 - 2	5	14	11	31	16	23
3 - 5	14	40	13	37	27	39
6 - 8	7	20	7	20	14	20
9 - 11	1	3	2	6	3	4
12 and above	1	3	0	0	1	1
Not Reported	1	3	1	3	2	3
TOTAL	35	100	35	100	70	100

responses of management and trade union representatives to questions about the frequency of in-plant motivational meetings conducted by PFWEWP and Worker Motivators during the last 6 and 12 months prior to interview. During the last 6 months, 71 to 72 per cent of the representatives reported meetings organized by PFWEWP staff and 41 to 54 per cent by Worker Motivators, with 6 to 11 per cent making no response. In most of them, 1 to 4 meetings were held, with 57 to 63 per cent reporting such meetings organized by PFWEWP staff and 26 to 31 per cent reporting such meetings organized by Worker Motivators. More than 4 meetings (a) organized by PFWEWP staff were reported by only 9 to 14 per cent of the respondents and (b) organized by Worker Motivators were reported by 15 to 23 per cent. Those reporting no meetings of either type or who made no responses ranged from 28-29 to 46-59 per cent, with the higher percentage in the latter case pertaining to management representatives, who may not have been aware of all the meetings organized by Worker Motivators.

During the last 12 months, 43 to 46 per cent reported 1-4 meetings organized by PFWEWP staff and 28-31 per cent by Worker Motivators; while 17 to 20 per cent reported 5-9 meetings of the first

TABLE 3.6.3
FREQUENCY OF IN-PLANT MOTIVATIONAL MEETINGS IN INDUSTRIAL ESTABLISHMENTS: PAKISTAN, 1987

Frequency of Meetings	Management				Trade Union			
	PFWEWP		Worker Motivator		PFWEWP		Worker Motivator	
	No.	%	No.	%	No.	%	No.	%
During Last 6 Months								
0	6	17	17	48	8	23	13	37
1 - 4	22	63	9	26	20	57	11	31
5 - 9	2	6	2	6	3	8	6	17
10 - 14	1	3	2	6	1	3	2	6
15 - 19	0	0	0	0	1	3	0	0
20 +	0	0	1	3	0	0	0	0
Not Available/ Do not Know	4	11	4	11	2	6	3	9
TOTAL	35	100	35	100	35	100	35	100
During Last 12 Months								
0	6	17	14	40	6	17	11	31
1 - 4	16	46	10	28	15	43	11	31
5 - 9	7	20	2	6	6	17	3	9
10 - 14	1	3	3	9	3	9	4	11
15 - 19	0	0	0	0	0	0	1	3
20 +	1	3	2	6	1	3	2	6
Not Available/Do not know	4	11	4	11	4	11	3	9
TOTAL	35	100	35	100	35	100	35	100

type and 6 to 9 per cent of the second type. More than 9 meetings of the first type were reported by 6 to 12 per cent, and of the second type by 15 to 20 per cent. No meetings or no replies ranged from 28 to 40-51 per cent.

The absence of motivational meetings in a sizeable number of establishments and the low frequency of such meetings in other establishments poses a serious constraint on the effective implementation of PFWEWP, which is confirmed by the fact that 57 per cent of the industrial units did not find the motivational meetings sufficient for the effective promotion of family planning (Table 3.6.1). In view of this insufficiency of motivational meetings, representatives of management and trade unions were again asked to give suggestions for the improvement of the programme.

As may be seen from Table 3.6.4, 29 per cent of trade union and 43 per cent of management representatives did not give any suggestions. Most of the suggestions given are concentrated on the provision of more IEC material, easier access to contraceptives, wider participation in motivational lectures, seminars, training and meetings, with 14 per cent of the respondents suggesting more publicity material and a better supply of contraceptives, and 43 per cent of trade union and 40 per cent of management representatives recommending more participation in motiva-

TABLE 3.6.4
INSUFFICIENCY OF MOTIVATIONAL MEETINGS FOR PROMOTION OF FAMILY PLANNING AND SUGGESTIONS FOR IMPROVEMENTS: PAKISTAN, 1987

Suggestions	Management		Trade Union		Total	
	No.	%	No.	%	No.	%
1. More publicity posters, contraceptive supplies	5	14	5	14	10	14
2. More participation in motivational lectures, seminars, trainings and meetings	14	40	15	43	29	41
3. More personal contacts and follow-up visits	3	9	1	3	4	6
4. In-plant Family Planning Service and Medical advice facilities	0	0	6	17	6	9
5. Cash incentives for workers maintaining small family	2	6	3	9	5	7
6. More visits of doctors/lady doctors for family Planning	0	0	3	9	3	4
7. Need for being more sincere and practical	0	0	1	3	1	1
8. Provision of education for better concept of family welfare and planning	2	6	0	0	2	3
9. Need of better equipment of PFWEWP	1	3	0	0	1	1
10. Not reported	15	43	10	29	25	36

N.B. Here more than one question was asked from each respondent.

tional lectures, seminars, training and meetings. The provision of in-plant family planning advice and services was suggested by 17 per cent of trade union representatives, but by none of the management representatives. Cash incentives for workers maintaining a small family was suggested by only 9 per cent of trade union and 6 per cent of management representatives. Other suggestions were made by only 9 per cent of both management and trade union representatives.

CHAPTER IV

SOCIO-ECONOMIC AND DEMOGRAPHIC CHARACTERISTICS OF CURRENTLY MARRIED INDUSTRIAL WORKERS

This and the following five chapters are designed to evaluate the impact of PFWEWP on currently married industrial workers and to compare this with the situation in industrial units not yet covered by the project. However, before undertaking this analysis, it appears desirable to examine differentials among socio-economic and demographic characteristics of both target and control groups. In the process, comparisons are also made between the target groups in Karachi and Lahore.

4.1 Age Composition of Currently Married Industrial Workers

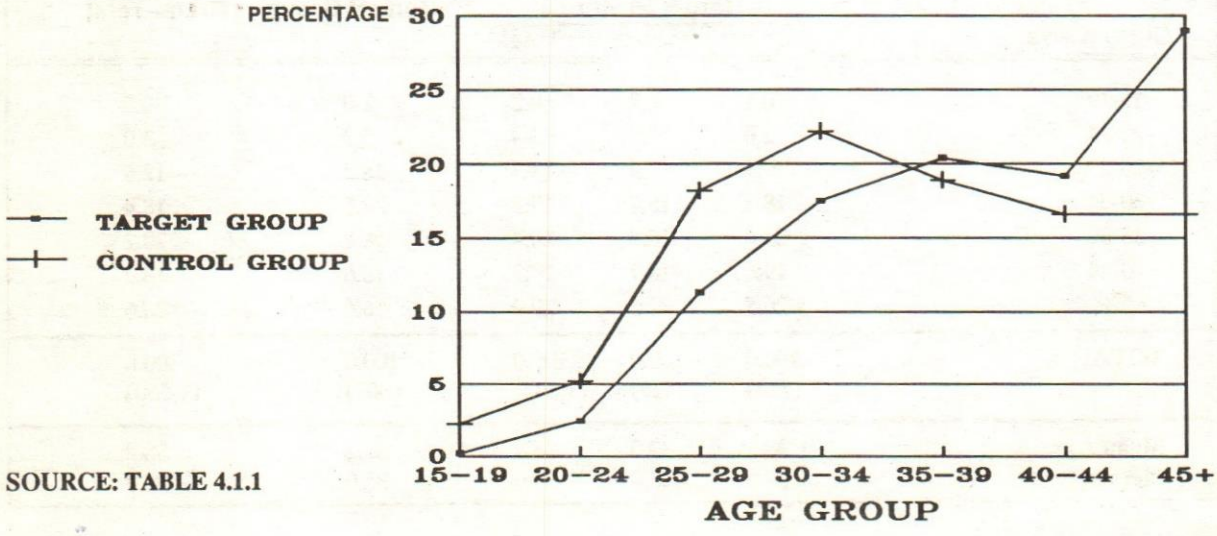
Current age is a basic variable which varies systematically with changes in the social behaviour of human beings. Table 4.1.1 displays the age distribution of the currently married industrial workers for the combined total sample, control group, and the target group separately as well as combined. Since industrial workers are mostly males who continue to procreate even beyond the age of 50, the terminal age group might also contain workers aged beyond 50 years.

TABLE 4.1.1
AGE COMPOSITION OF CURRENTLY MARRIED INDUSTRIAL WORKERS BY RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Current Age	Target Group			Control Group	Grand Total
	Karachi	Lahore	Total		
15-19	0.1	0.2	0.2	2.0	0.5
20-24	2.0	3.0	2.4	5.2	3.0
25-29	9.7	13.4	11.3	18.2	12.6
30-34	18.8	15.7	17.5	22.5	18.4
35-39	23.4	16.4	20.4	18.9	20.2
40-44	19.6	18.7	19.2	16.6	18.7
45+	26.5	32.5	29.0	16.6	26.6
TOTAL	100.0 (714)	100.0 (529)	100.0 (1,243)	100.0 (307)	100.0 (1,550)
Mean Age	38.9	39.0	38.9	35.2	38.2
Median Age	38.0	40.0	39.0	35.0	38.0

It is evident that the age structure of the total sampled population (Table 4.1.1, and Figure 4.1) is quite different from that of the overall national population. About 16 % of the total sample population constitutes the young age group 15-29 years; 39 per cent to the middle age group 30-39 years; and 45 per cent to the terminal age groups 40 years or older. The mean age of the total population is 38.2 years, and about 84 per cent of it are more than 29 years old. More or less the same age pattern emerges for all the groupings in Table 4.1.1. Comparison of the control and target groups shows that, on average, the first is younger with a mean of 35.2 years, as compared to the second, with a mean age of 38.9 years. An examination of the age composition of the two groups indicates that the population below 35 years is only 47.9 per cent in the first case as against 31.4 per cent in the latter. The target population of Lahore seems, on the whole to be as old (mean age 39 years) as the target population of Karachi (mean age 38.9 years). However, age-wise differentials among the two groups also exist. The population in Lahore is 5 percentage points larger in young (15-29 years) and old age groups (40 and above) whereas the population in Karachi is 10 percentage points larger in the middle age group (30-39 years). As shown in Table 4.1.2, the average age at marriage of the currently married industrial workers of the total sample turns out to be 24.2 years. Distribution of the total respondent population by age at marriage shows that 15 per cent of these got married before reaching the age of 20, about 54 per cent before reaching the age of 25, 86 per cent before reaching the age of 30, and 97 per cent before reaching the age of 35 years. It can be observed from Table 4.1.2 that the control group, on average, has married one year earlier than the target group. The mean age at marriage of target and control groups comes out to be around 24.4 and 23.4 years, respectively. Distribution of the respondents of the two groups with respect to age at marriage also shows the earlier marriage pattern of the control group. For example 61 per cent of the control group as compared to 52 per cent of target group, got married before reaching the age of 25 years.

FIGURE 4.1
AGE STRUCTURE OF TARGET & CONTROL GROUP



SOURCE: TABLE 4.1.1

TABLE 4.1.2
PER CENT DISTRIBUTION OF CURRENTLY MARRIED INDUSTRIAL WORKERS BY AGE AT MARRIAGE, RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Age at Marriage	Target Group			Control Group	Grand Total
	Karachi	Lahore	Total		
15-19	12.6	17.8	14.8	16.0	15.0
20-24	36.3	38.0	37.0	45.0	38.6
25-29	34.6	32.9	33.9	27.0	32.5
30-34	13.2	7.9	10.9	8.5	10.4
35-39	3.4	3.4	3.4	3.5	3.4
TOTAL	100.0 (714)	100.0 (529)	100.0 (1,243)	100.0 (307)	100.0 (1,550)
Mean Age at Marriage	24.7	23.9	24.4	23.4	24.2
Median Age at Marriage	25.0	24.0	24.0	23.0	24.0

TABLE 4.1.3
PER CENT DISTRIBUTION OF CURRENTLY MARRIED INDUSTRIAL WORKERS BY AGE AT MARRIAGE OF SPOUSE, RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Age at Marriage	Target Group			Control Group	Grand Total
	Karachi	Lahore	Total		
15-19	60.6	57.3	59.2	66.4	60.6
20-24	27.6	30.2	28.7	26.1	28.2
25-29	9.7	9.3	9.5	5.5	8.7
30 +	2.1	3.2	2.6	2.0	2.5
TOTAL	100.0 (714)	100.0 (529)	100.0 (1,243)	100.0 (307)	100.0 (1,550)
Mean Age at Marriage	19.1	19.6	19.3	18.4	19.2
Median Age at Marriage	18.0	19.0	18.0	18.0	18.0

The target group of Lahore tended to marry somewhat earlier (by about 0.8 years) than the target group of Karachi. The mean age at marriage of the target groups of Karachi and Lahore are 24.7 and 23.9 years respectively. Distribution of the respondents of the two target groups with respect to age at marriage also displays the earlier marriage pattern for the Lahore target group. For instance, about 56 per cent of the Lahore group, as compared to 49 per cent of the Karachi group, got married before the age of 25 years.

Table 4.1.3 displays the distribution of spouses (mostly women), by their age at marriage as well as their mean and median ages at marriage for all concerned groups, and shows that, as compared to males, females get married at much younger ages i.e. on average, five years earlier than their male counterparts. The pattern of early marriage can also be observed from the Table, as about 61 per cent of the spouses got married before reaching the age of 20 years, 89 per cent before reaching the age of 25 years, and 97 per cent before reaching the age of 30 years. Like currently married industrial workers, spouses in the control group tend to marry one year earlier than their counterparts in the target group.

This early pattern of marriage of the control group is also confirmed by the fact that 66.4 per cent of the spouses in the control group, as compared to 59.2 per cent in the target group, get married before reaching the age of 20 years, and about 92 per cent of the spouses in the control group, as compared to 88 per cent in the target group, were married before reaching the age of 25 years. In addition, it may be observed that, although the industrial workers of the target group of Karachi got married late as compared to the target group of Lahore, yet spouses in the target group of Karachi seem to have married earlier than those in the target group of Lahore, in that 61 per cent as against 57 per cent married before the age of 20 years.

TABLE 4.2.1
PER CENT DISTRIBUTION OF CURRENTLY MARRIED INDUSTRIAL WORKERS BY NUMBER OF LIVING CHILDREN: PAKISTAN, 1987

No. of Living Children	Target Group			Control Group	Grand Total
	Karachi	Lahore	Total		
0	7.6	8.1	7.8	11.1	8.5
1	10.5	9.8	10.2	12.4	10.6
2	14.7	13.2	14.1	15.6	14.4
3	16.0	12.9	14.6	16.3	15.0
4	17.9	13.0	15.9	12.7	15.2
5	12.9	12.8	12.9	12.7	12.8
6	9.0	11.0	9.8	9.1	9.7
7 +	11.5	19.1	14.7	10.1	13.8
TOTAL	100.0 (714)	100.0 (529)	100.0 (1,243)	100.0 (307)	100.0 (1,550)

4.2. Distribution of Currently Married Industrial Workers by Number of Living Children

As shown by Table 4.2.1, in the total sample, 8.5 per cent of the workers had no children, 25 per cent had 1 to 2 children, 30 per cent had 3 to 4 children, and 36 per cent had 5 or more children. Comparatively more workers in the control group than in the target group are observed to be without any children or 1 to 2 children; and conversely, more workers in the target group are found to possess 3 to 4 children, which may be an outcome of their, on average, being older by about 4 years. However, as many as 46.7 per cent of the workers in the target group have no more than three children, and it remains to be seen how far they will in future tend to maintain a small family norm.

4.3 Educational Characteristics of Currently Married Industrial Workers

In the present survey, educational levels of workers were measured both in terms of literacy and of educational attainment. The literacy status was determined by asking if the respondent could read a newspaper and write a simple letter, whereas educational attainment was assessed on the basis of grades passed in an educational institution. However, only the criterion of educational attainment has been used as a measure of education. As indicated by Table 4.3.1 for the sample as a whole, the mean educational level was observed to be 7.4 grades. However, category-wise, 57.2 per cent of the workers had not gone beyond grade 9, 35.2 per cent had completed grades 10 to 11, and only 7.6 per cent had passed 12 or more

TABLE 4.3.1
PER CENT DISTRIBUTION OF CURRENTLY MARRIED INDUSTRIAL WORKERS BY LEVEL OF EDUCATION, RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Level of Education	Target Group			Control Group	Grand Total
	Karachi	Lahore	Total		
1. No Schooling	13.7	24.0	18.1	22.5	19.0
2. Primary but less than Middle (Grades 1-7)	14.6	16.5	15.4	28.4	18.0
3. Middle but less than Matric (Grades 8-9)	16.4	24.6	19.8	21.5	20.2
4. Matric but less than Intermediate (Grades 10-11)	42.2	32.1	37.9	24.4	35.2
5. Intermediate and Higher (Grades 12 +)	13.1	2.8	8.8	3.2	7.6
TOTAL	100.0	100.0	100.0	100.0	100.0
	(714)	(529)	(1,243)	(307)	(1,550)
Mean Educational Attainment (Grades)	8.5	6.6	7.7	6.1	7.4
Median Educational Attainment (Grades)	10.0	8.0	9.0	7.0	9.0

4.4 Economic Characteristics of Currently Married Industrial Workers

In the present survey, workers were asked to indicate both their total monthly personal income and their total monthly household income. As shown in Table 4.4.1, for the total sample, the mean monthly personal income of a worker came to Rs. 1,561, with 52.4 per cent of them receiving between Rs, 1,000 to 1,999 per month, and 21.5 per cent less than Rs. 1,000 per month, and 26.1 per cent more than Rs. 1,999, of whom 20.1 per cent fall in category of Rs. 2,000 to 2,999. It is also to be noted that a majority of workers in all groups, ranging between 59.2 per cent in the control group to 79.7 per cent in the Karachi target group, receive between Rs. 1,000 and Rs. 2,999.

The monthly personal income of workers in the target group is generally higher than that of those in control group, with a mean income of Rs. 1,624 in first case as against only Rs. 1,303 in the latter, and 29.5 per cent of the former, as against 12.4 per cent of the latter receiving more than Rs. 1,999 per month.

Furthermore, as many as 37.8 per cent of the control group, as against only 17.5 per cent of the target group, receive less than Rs. 1,000 per month. Similarly, the monthly personal income in the Karachi target group is also generally higher than in the Lahore Target Group, with a mean income of Rs. 1,832 in Karachi and only Rs. 1,344 in Lahore, and as many as 40.7 per cent of the Karachi target group, as against 14.4 per cent of the Lahore target group, receiving more than Rs. 1,999 per month. Moreover, 26.8 per cent of the latter, as against no more than 10.6 per cent of the former, receive less than Rs. 1,000 per month.

As shown in Table 4.4.2, and as is to be expected, household incomes are generally higher than personal incomes, coming to a mean monthly household income, in the total sample, of Rs. 1,933, as against Rs. 1,561 for personal monthly income. Otherwise, the distribution pattern between different income levels and between the different groups is very similar to that of personal incomes. All groups have fewer percentages, ranging from 7.8 per cent in the Karachi target group to 28.7 per cent in the control group, falling in the category of incomes below Rs. 1,000; but again, a majority, ranging between 64.1 per cent in the control group to 72.4 per cent in the Lahore target group, have a monthly income of Rs. 1,000 to Rs. 2,999.

CHAPTER V

FERTILITY DIFFERENTIALS ACCORDING TO SOCIO-ECONOMIC AND DEMOGRAPHIC CHARACTERISTICS OF CURRENTLY MARRIED INDUSTRIAL WORKERS

Information on fertility levels of currently married industrial workers was obtained through questions on both the number of living children and the number of children ever born. This chapter examines variations in the cumulative fertility of workers with respect to selected background characteristics alongwith a comparison of cumulative fertility levels between target and control groups.

5.1 Fertility Differentials by Age of Currently Married Industrial Workers

As Table 5.1.1 and Figure 5.1 shows, the average number of children ever born to currently married industrial workers, for all groups, continues to increase with age, increasing from 0.6 for the 15-19 year age group to 6.1 for the over 45 years age group. This pattern is consistent with the usual high correlation observed between age and parity. The average number of children ever born to the total sample of workers, at the time of survey, was 4.3. While the average parity of the target group, at 4.4 children, is higher than that of the control group, at 4.0 children, in the first four age groups, up to age of 34 years, the target group shows a somewhat lower parity, with 2.9 children among those aged 30-34 years in the target group as against 3.4 in the case of the control group. It remains to be seen whether these younger workers, in their remaining long reproductive span, will catch up with their older colleagues. Between the two target groups, the one in Karachi has a lower parity at all levels, with differences most noticeable in the 20-24, 40-44 and 45 + age groups, at 0.7 to 1.1 children.

As Table 5.1.2 indicates, the average number of living children ranges between 3.4 to 4.1, as against 4.0 to 4.8 children ever born, with the average for the total sample standing at 3.8 living children, as against 4.3 ever born. The distribution pattern between different age levels and different groups closely follows the average number of children ever born shown in Table 5.1.1. However, differences between the Karachi and Lahore target groups indicated in Table 5.1.1 are reduced at all age levels from 25 to 45 + years, which suggests a higher child mortality rate for Lahore.

Overall, child mortality has, on the average, led to the loss of 0.5 children per worker or about 12 per cent of the children ever born. Furthermore, comparison of the age pattern of fertility for

TABLE 5.1.1
AVERAGE NUMBER OF CHILDREN EVER BORN TO CURRENTLY MARRIED INDUSTRIAL WORKERS BY AGE, RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Current Age of Workers	Target Group			Control Group	Grand Total
	Karachi	Lahore	Total		
15-19	-	-	-	0.8	0.6
20-24	0.5	1.2	0.9	1.1	1.0
25-29	1.9	2.1	2.0	2.1	2.0
30-34	2.8	3.1	2.9	3.4	3.0
35-39	4.2	4.6	4.3	4.2	4.3
40-44	4.7	5.8	5.2	5.6	5.3
45 +	5.8	6.5	6.1	6.2	6.1
TOTAL	4.2 (714)	4.8 (529)	4.4 (1,243)	4.0 (307)	4.3 (1,550)

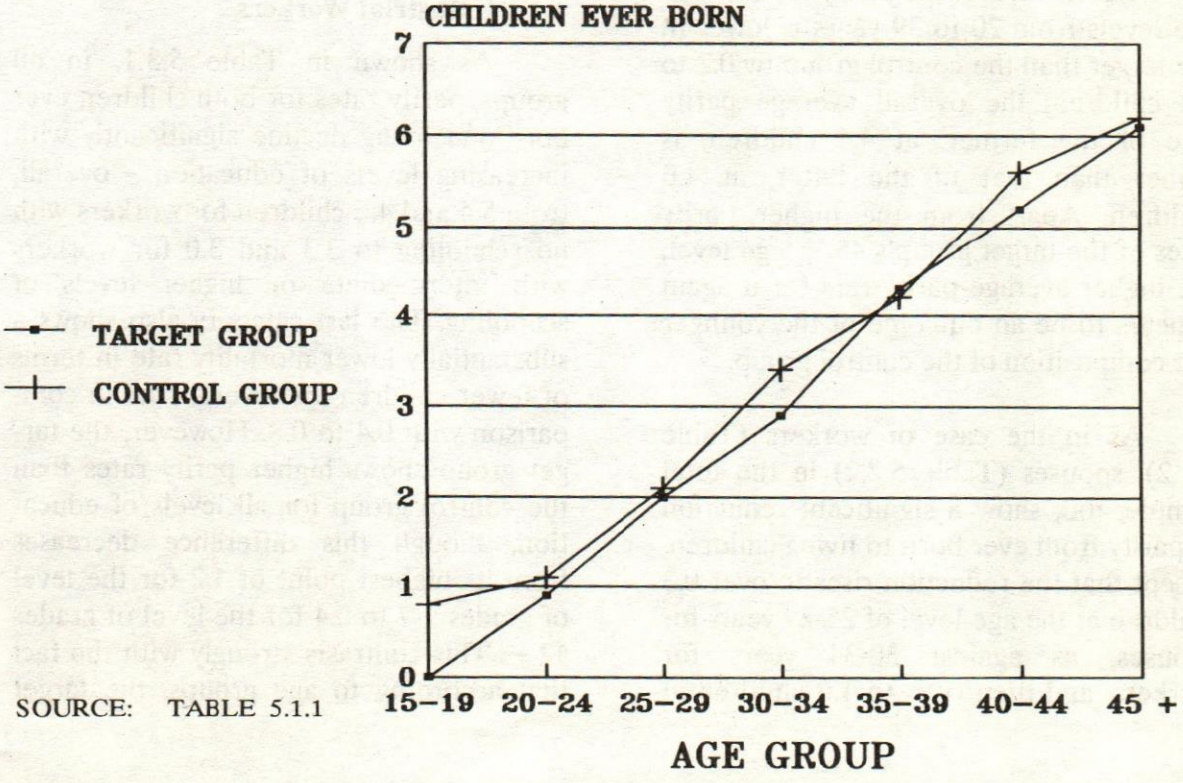
TABLE 5.1.2
AVERAGE NUMBER OF LIVING CHILDREN TO CURRENTLY MARRIED INDUSTRIAL WORKERS BY CURRENT AGE, RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Current Age of Workers	Target Group			Control Group	Grand Total
	Karachi	Lahore	Total		
15-19	-	-	-	0.5	0.4
20-24	0.5	1.1	0.8	0.9	0.9
25-29	1.7	1.7	1.7	1.9	1.8
30-34	2.5	2.6	2.5	3.0	2.7
35-39	3.8	4.0	3.9	3.8	3.9
40-44	4.2	4.9	4.5	4.8	4.6
45 +	5.0	5.6	5.3	5.1	5.3
TOTAL	3.7 (714)	4.1 (529)	3.9 (1,243)	3.4 (307)	3.8 (1,550)

the total sample given in the last columns of Tables 5.1.1 and 5.1.2 shows that the difference between average parities by children ever born and living gradually increases from 0.1 in the 20-24 year age group to 0.8 in the 45 + age group. However, in comparing the Karachi and Lahore target groups, we find that, in age levels between 25 and 45 + years, while the Karachi difference rises from 0.2 to 0.8, in Lahore the difference rises from 0.4 to 0.9, and the variation between the two is highest for the 40-44 year age groups, at 0.5 as against 0.9. This tends to confirm the impression that child mortality rates are higher in Lahore than in Karachi.

In terms of the average parity of both ever born children and living children, it is also to be noted that, as suggested earlier, the lower rate for the control group is seen to be an outcome of its younger age composition, with a significantly larger proportion of it falling under the three 15-29 age groups, 25.4 per cent as against 13.9 per cent of the target group, which in both cases have comparatively low parity rates. Otherwise, at each age level, with the exception of those aged 35-39 and 45 + years, the target group has slightly lower parity rates than the control group. This is particularly so in the case of the Karachi target group, whose parity rates for children ever born are lower than those of the control group by 0.2 to 0.9 children, in all except the 35-39 year age group and with the last, largest difference pertaining to the 40-44 year age group. However, in terms of the average parity of living children, these differences are reduced to 0.1 to 0.6 children, which points towards a higher child mortality rate in the control group.

FIGURE 5.1
AVERAGE NUMBER OF CHILDREN EVER BORN BY AGE AMONG TARGET AND CONTROL GROUP



SOURCE: TABLE 5.1.1

5.2 Fertility Differentials by Age of Spouse of Industrial Workers

About 93 per cent of the spouses consist of wives, whose reproductive period, unlike that of males, normally ranges between the ages of 15 to 49 years. Accordingly, as Table 5.2.1 indicates, the average parity, for the total sample, increases from its lowest level, 0.9 for the 15 to 19 year age group to 1.7 in the 20-24 year age group and then rises rapidly, at the rate of 1.5, 1.0 and 1.2 children, in the three age groups up to the age of 39 years, before the increase declines to 0.5 to 0.6 children in the subsequent two age groups, reaching an average of 6.5 children ever born by the age of 45+years. As against only 2.0 children ever born to workers aged 25-29, the spouses in this age group have already born 3.2 children, and have thus by the age of 29 years exceeded the small family norm of 2 children by no less than 1.2 children.

While the average parity for the four age levels from 20 to 39 years is lower in the target than the control group by 0.2 to 0.8 children, the overall average parity rate of the former, at 4.4 children, is higher than that of the latter, at 4.0 children. Apart from the higher parity rates of the target group's 45 + age level, the higher average parity rate for it again appears to be an outcome of the younger age composition of the control group.

As in the case of workers (Table 5.1.2), spouses (Table 5.2.2) in the total sample, too, show a significant reduction in parity from ever born to living children, except that the reduction rises to over 0.3 children at the age level of 25-29 years for spouses, as against 30-34 years for workers, and then rises to 1.0 children at the age level of 45+years as against 0.8 children in the case of workers, apparently in accordance with the age differential between spouses. With the odd exceptions of the 45+ age level, at all other age levels from 20-44, spouses in the control group show a higher loss of children, rising from 0.3 to 1.0 children upto the age of 39 years, as against 0.1 to 0.5 children in the case of target group. Furthermore, in the target group, as compared to workers aged up to 34 years, on average, having no more than 3 living children, spouses at 30-34 year age level already have an average of 3.6 children. Thus, on average, most of the opportunity to limit the number of children to 3, exists among workers up to the age of 29 years. Both of them constitute about 31 per cent of the target worker families, although irrespective of their ages, 46.7 per cent of them do not have more than 3 living children.

5.3 Fertility Differentials By Level of Education of Currently Married Industrial Workers

As shown in Table 5.3.1, in all groups, parity rates for both children ever born and living decline significantly with increasing levels of education - overall, from 5.4 and 4.6 children for workers with no schooling to 3.3 and 3.0 for workers with intermediate or higher levels of schooling. The last category also shows a substantially lower mortality rate in terms of fewer children lost overall, 0.3 in comparison with 0.4 to 0.8. However, the target group shows higher parity rates than the control group for all levels of education, though this difference decreases from its highest point of 1.2 for the level of grades 1-7 to 0.4 for the level of grades 12+. This contrasts strongly with the fact that according to age groups, the target

TABLE 5.2.1
AVERAGE NUMBER OF CHILDREN EVER BORN TO THE SPOUSES OF CURRENTLY MARRIED INDUSTRIAL WORKERS BY CURRENT AGE, RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Current Age of Workers	Target Group			Control Group	Grand Total
	Karachi	Lahore	Total		
15-19	0.8	1.2	1.0	0.8	0.9
20-24	1.7	1.6	1.6	1.8	1.7
25-29	3.3	2.9	3.1	3.4	3.2
30-34	4.1	4.1	4.1	4.9	4.2
35-39	5.0	5.7	5.3	5.9	5.4
40-44	5.4	6.6	6.0	6.0	6.0
45 +	6.3	6.8	6.6	6.3	6.5
TOTAL	4.2 (714)	4.8 (529)	4.4 (1,243)	4.0 (307)	4.3 (1,550)

TABLE 5.2.2
AVERAGE NUMBER OF LIVING CHILDREN TO THE SPOUSES OF CURRENTLY MARRIED INDUSTRIAL WORKERS BY CURRENT AGE, RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Current Age of Workers	Target Group			Control Group	Grand Total
	Karachi	Lahore	Total		
15-19	0.8	0.8	0.9	0.8	0.8
20-24	1.6	1.4	1.5	1.5	1.5
25-29	3.0	2.7	2.9	3.1	2.9
30-34	3.6	3.7	3.6	4.1	3.7
35-39	4.6	5.1	4.8	4.9	4.8
40-44	4.9	5.8	5.6	5.4	5.4
45 +	5.4	5.7	5.6	5.1	5.5
TOTAL	3.7 (714)	4.1 (529)	3.9 (1,243)	3.4 (307)	3.8 (1,550)

TABLE 5.3.1
AVERAGE NUMBER OF EVER BORN (EB) AND LIVING (L) CHILDREN OF CURRENTLY MARRIED INDUSTRIAL WORKERS BY LEVEL OF EDUCATION, RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Level of Education	Target Group						Control Group		Grand Total	
	Karachi		Lahore		Total					
	EB	L	EB	L	EB	L	EB	L	EB	L
No Schooling	5.7	5.0	5.4	4.6	5.6	4.8	4.9	4.0	5.4	4.6
Primary but less than Middle (Grades 1-7)	4.9	4.2	5.2	4.3	5.0	4.2	3.8	3.4	4.6	4.0
Middle but less than Matric (Grades 8-9)	4.5	3.9	5.0	4.3	4.7	4.1	4.0	3.6	4.6	4.0
Matric but less than Intermediate (Grades 10-11)	3.6	3.3	4.2	3.8	3.9	3.5	3.5	2.9	3.8	3.4
Intermediate and Higher (Grades 12 +)	3.3	3.1	3.1	2.6	3.3	3.0	2.9	2.8	3.3	3.0
TOTAL	4.2	3.7	4.8	4.1	4.4	3.9	4.0	3.4	4.3	3.8
	(714)		(529)		(1,243)		(307)		(1,550)	

TABLE 5.4.1
AVERAGE NUMBER OF EVER BORN (EB) AND LIVING (L) CHILDREN OF THE SPOUSES OF CURRENTLY MARRIED INDUSTRIAL WORKERS BY LEVEL OF EDUCATION, RESIDENCE. TARGET AND CONTROL GROUP: PAKISTAN, 1987

Level of Education	Target Group						Control Group		Grand Total	
	Karachi		Lahore		Total					
	EB	L	EB	L	EB	L	EB	L	EB	L
No Schooling	5.0	4.3	5.5	4.6	5.2	4.4	4.3	3.6	5.0	4.3
Primary but less than Middle (Grades 1-7)	4.5	4.0	5.0	4.4	4.8	4.2	4.1	3.7	4.6	4.1
Middle but less than Matric (Grades 8-9)	3.9	3.7	4.0	3.7	4.0	3.7	4.2	3.7	4.0	3.7
Matric but less than Intermediate (Grades 10-11)	3.4	3.2	3.3	3.0	3.3	3.1	3.0	2.5	3.3	3.0
Intermediate and Higher (Grades 12 +)	2.7	2.5	1.7	1.5	2.5	2.3	2.0	2.0	2.4	2.3
TOTAL	4.2	3.7	4.8	4.1	4.4	3.9	4.0	3.4	4.3	3.8
	(714)		(529)		(1,243)		(307)		(1,550)	

group generally shows lower levels of parity than the control group. A three-way correlation between education, age and parity (not tabulated here) shows no consistent variation. For workers aged 25-34 years with a schooling of Grades 8-9, the average ever born parity rate for the target is 2.51, as against 3.19 for the control; and in the age group of 35-44 years, with a schooling of Grades 10-11, corresponding parity rates are 4.44 and 4.75, respectively. In regard to other age/education categories, the control's average parity level is generally lower. Thus, since, given the same age and educational levels, the target group does not show a consistent lower parity rate, its lower parity rates for the five-year age groups from 20 to 44 years may, at least partly, be due to the fact that in these target groups the average educational level is higher than in the control.

5.4 Fertility Differentials by Level of Education of Spouse

As in the case of the worker's educational level, Table 5.4.1 indicates that, with the increase of the spouse's educational level, the parity rate generally decreases even more substantially- overall, from 5.0 and 4.3 children for spouses with no schooling to 2.4 and 2.3 for spouses with intermediate or higher levels of schooling. Similarly, in comparison with workers, their spouses show an even sharper decline in children lost with each higher level of educational attainment, falling from 0.7 to 0.1 children lost. Both these trends suggest that the education of spouses, together with other probable associated factors, such as higher age at marriage, exerts an even stronger influence than the education of workers in the direction of reducing both parity and mortality rates.However, as in the case of workers, in the case of spouses, too, both the target and the control groups show uneven variation in the number of children

TABLE 5.5.1
AVERAGE NUMBER OF EVER BORN (EB) AND LIVING (L) CHILDREN OF CURRENTLY MARRIED INDUSTRIAL WORKERS BY MONTHLY PERSONAL INCOME, RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Personal Income (Rs.)	Target Group						Control Group		Grand Total	
	Karachi		Lahore		Total					
	EB	L	EB	L	EB	L	EB	L	EB	L
Less than 1,000	3.6	3.1	4.5	3.6	4.2	3.5	3.6	3.1	4.0	3.4
1,000 - 1,999	4.1	3.5	4.7	4.0	4.4	3.8	4.0	3.4	4.3	3.7
2,000 - 2,999	4.3	3.8	5.2	4.4	4.5	3.9	5.2	4.1	4.5	3.9
3,000 - 3,999	4.7	4.3	5.9	5.5	4.9	4.5	7.0	5.0	5.0	4.5
4,000 - 4,999	4.0	3.7	3.5	2.5	3.9	3.4	4.0	3.5	3.9	3.5
5,000 +	-	-	4.0	3.0	4.0	3.0	2.0	2.0	2.3	2.2
TOTAL	4.2	3.7	4.8	4.1	4.4	3.9	4.0	3.4	4.3	3.8
	(714)		(529)		(1,243)		(307)		(1,550)	

lost from one educational level to the next, in some cases, inexplicably, showing no variation or even a slight increase. This suggests that, while parity declines steadily with a rise in the educational level in all but one instance in the control group (from the primary to the middle level of education for both workers and spouses), there are other factors present in some categories of the groups that tend to negate the influence of education on the reduction of child mortality.

5.5 Fertility Differentials by Personal and Household Incomes of Currently Married Industrial Workers

As indicated in Table 5.5.1 and 5.5.2, the parity rate increases with rises in both personal and household monthly incomes from less than Rs.1,000 to Rs. 2,000-2,999. But then, while it further increases for the personal income category of Rs. 3,000-3,999, in the case of the same household income category, it declines slightly.

Substantial declines in parity are to be noted for the next two income levels of over Rs.3,999 in all cases. While the indicated single variation with regard to personal and household incomes seems inexplicable, the common initial rise in parity with income may be the result of those with larger incomes generally also being older. On the other hand, the parity decline over the last two income levels may be a combined outcome of the workers in the relevant categories having secured relatively high income levels at a comparatively younger age and also having a higher level of educational attainment.

In regard to the loss of children, between ever born and living, variations between both different groups and different income levels are so irregular that it is not possible to infer any influence exerted by income levels, except that, in the case of the two highest household income levels, there is decline to 0.3 children lost from other rates varying between 0.5 and 0.7 children lost. In the case of personal incomes, while the control group shows a somewhat similar decline, the target group as a whole does not, for which it is again not possible to suggest any reason.

TABLE 5.5.2
AVERAGE NUMBER OF EVER BORN (EB) AND LIVING (L) CHILDREN OF CURRENTLY MARRIED INDUSTRIAL WORKERS BY MONTHLY HOUSEHOLD INCOME, RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Household Income (Rs.)	Target Group						Control Group		Grand Total	
	Karachi		Lahore		Total					
	EB	L	EB	L	EB	L	EB	L	EB	L
Less tnan 1,000	3.6	3.2	4.3	3.6	4.0	3.5	3.6	3.1	3.9	3.3
1,000 - 1,999	4.4	3.7	4.9	4.1	4.7	3.9	4.1	3.4	4.5	3.8
2,000 - 2,999	4.3	3.8	5.3	4.4	4.6	3.9	4.8	3.9	4.6	3.9
3,000 - 3,999	4.1	3.8	4.7	4.0	4.3	3.8	4.6	3.8	4.3	3.8
4,000 - 4,999	3.7	3.4	1.9	1.9	3.4	3.1	2.5	2.2	3.3	3.0
5,000 +	2.7	2.5	3.1	2.7	2.9	2.6	2.7	2.4	2.8	2.6
TOTAL	4.2	3.7	4.8	4.1	4.4	3.9	4.0	3.4	4.3	3.8
	(714)		(529)		(1,243)		(307)		(1,550)	

CHAPTER VI

DESIRE FOR CHILDREN AMONG CURRENTLY MARRIED INDUSTRIAL WORKERS

In a traditional society like Pakistan, special values are attached to bearing a child during the first year of marriage. Survival of the family has been observed to be the main determinant of desiring children in developing countries where infant and child mortality is still high. Besides the desire for children of either sex, there exists a strong preference for sons. Economic benefits expected from sons, including support in old age, and the dowry burden that girls represent are underlying factors for the son preference in Pakistan. The presence of such a strong son preference often constitutes a hurdle in the way of limiting the family size through contraception. In this chapter, interrelationship between the number of living children and indicated ideal and desired number of children will be examined.

6.1 Indicated Ideal Number of Children Among Currently Married Industrial Workers

All currently married industrial workers were asked the following question: " In your opinion what should be the appropriate number of children for a family like yours", to which responces are assumed to indicate the respondent's perception of the ideal number of children. Each respondent was also asked to specify the number of sons and daughters considered to be ideal.

Usually workers whose number of living children is equal to or greater than their ideal number of children are considred as those who want no more childern.This, however, depends on whether ideal family size really reflects the fertility behaviour of the respondents. Assuming that ideal family size does give a meaningful indication of the desired number of children, it may be observed that, for the total sample, about 57 per cent of the workers desired no more children (Table 6.1.1). On the other hand, more workers in the target group (58.5 per cent), as compared to control group (52.8 per cent), do not want more children. This is in conformity with the higher prevalence of contraception in the target group. Similarly, more workers in the Lahore target group (64.1 per cent), as compared to the Karachi target group (54.4 per cent), desire no more children, although in this case, the contraception rate is somewhat lower in Lahore than in Karachi. The mean ideal number of children for the total sample stands at 3.7, which is slightly less than the mean number of living children.

TABLE 6.1.1
COMPARISON BETWEEN LIVING AND IDEAL NUMBER OF CHILDREN OF CURRENTLY MARRIED INDUSTRIAL WORKERS BY RESIDENCE, CONTROL AND TARGET GROUP: PAKISTAN, 1987

Living /Ideal Number of Children	Per cent of Workers Target Group			Control Group	Grand Total
	Karachi	Lahore	Total		
Living = Ideal	20.6	15.5	18.4	19.9	18.7
Living > Ideal	33.8	48.6	40.1	31.9	38.5
Living < Ideal	45.6	35.9	41.5	48.2	42.8
Total	100.0	100.0	100.0	100.0	100.0
	(714)	(529)	(1,243)	(307)	(1,550)
Average Ideal Number of Children	3.9	3.5	3.7	3.7	3.7
Average Number of Living Children	3.7	4.1	3.9	3.4	3.8

TABLE 6.1.2
PER CENT OF CURRENTLY MARRIED INDUSTRIAL WORKERS BY IDEAL NUMBER OF CHILDREN, RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Ideal Number of Children	Target Group			Control Group	Grand Total
	Karachi	Lahore	Total		
0	0.9	0.8	0.8	1.3	0.9
1	0.6	1.0	0.7	0.7	0.7
2	14.1	20.2	16.7	15.0	16.4
3	24.8	29.9	26.9	24.4	26.5
4	36.1	33.8	35.2	36.5	35.4
5	10.2	7.9	9.3	12.7	9.9
6 +	13.3	6.4	10.4	9.4	10.2
Total	100.0	100.0	100.0	100.0	100.0
	(714)	(529)	(1,243)	(307)	(1,550)
Average Ideal Number of Children	3.9	3.5	3.7	3.7	3.7
Average Number of Living Children	3.7	4.1	3.9	3.4	3.8

The mean ideal number of children, at 3.7 children, is the same for the target and for the control group. However, Table 6.1.2 indicates that 45.1 per cent of the target group, as against 41.4 per cent of the control group, perceives not more than 3 children to be the ideal number. Thus, while PFWEW does not appear to have been able to gain overall acceptance for a small family norm, it does seem to have raised the percentage level of such aceptance among workers in the target group.

Similarly, as indicated in Table 6.1.3, while the ideal number of sons, at 2.2 sons, is the same for the target and for the control group, only 22.7 per cent of the first, as aginst 28.4 per cent of the second indicated 3 or more sons as an ideal. On the other hand, a high correlation seems to exist between the mean ideal number of children and the mean ideal number of sons (Table 6.1.4), which is the same for the both groups. Workers in all groups indicating an ideal of one child want that child to be a son. With an ideal of 2 children, all groups want 1 son; with 3 children, 2 sons; with 4 children, 2.1 to 2.2 sons; with 5 children 3.0 to 3.1 sons; and with 6 or more children, 3.5 to 3.8 sons. The fact that none of the groups show any significant variation from this pattren confirms the strong continuing hold of the son preference.

TABLE 6.1.3

PER CENT DISTRIBUTION OF CURRENTLY MARRIED INDUSTRIAL WORKERS BY IDEAL NUMBER OF SONS, RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Ideal Number of Sons	Target Group			Control Group	Grand Total
	Karachi	Lahore	Total		
0	-	-	-	-	-
1	14.8	22.8	18.2	15.6	17.7
2	60.5	57.0	59.0	56.1	58.4
3	18.1	16.9	17.6	20.0	18.1
4	4.3	1.9	3.3	6.3	3.9
5	1.0	0.6	0.8	1.0	0.9
6 +	1.3	0.8	1.0	1.1	1.1
TOTAL	100.0 (678)	100.0 (514)	100.0 (1,192)	100.0 (301)	100.0 (1,493)
Average Ideal Number of Sons	2.2	2.0	2.2	2.2	2.2
Average Ideal Number of Daughters	1.6	1.4	1.5	1.5	1.5

TABLE 6.1.4

AVERAGE IDEAL NUMBER OF SONS OF CURRENTLY MARRIED INDUSTRIAL WORKERS BY IDEAL NUMBER OF CHILDREN, RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Ideal Number of Children	Target Group			Control Group	Grand Total
	Karachi	Lahore	Total		
1	1.0	1.0	1.0	1.0	1.0
2	1.1	1.1	1.1	1.0	1.1
3	2.0	2.0	2.0	2.0	2.0
4	2.1	2.2	2.2	2.2	2.2
5	3.1	3.0	3.1	3.1	3.1
6 +	3.7	3.5	3.6	3.8	3.7
TOTAL	2.2	2.0	2.2	2.2	2.2
	(678)	(514)	(1,192)	(301)	(1,493)

TABLE 6.2.1

AVERAGE DESIRED NUMBER OF CHILDREN OF CURRENTLY MARRIED INDUSTRIAL WORKERS BY NUMBER OF LIVING CHILDREN, RESIDENCE, CONTROL AND TARGET GROUP: PAKISTAN, 1987

Number of Living Children	Target Group			Control Group	Grand Total
	Karachi	Lahore	Total		
0	4.0	4.3	4.2	4.6	4.3
1	4.3	4.0	4.2	4.7	4.3
2	3.8	4.0	3.9	3.9	3.9
3	3.9	3.8	3.9	4.2	4.0
4	4.8	4.5	4.7	4.5	4.6
5	5.6	5.4	5.5	5.6	5.5
6 +	7.5	7.5	7.5	7.6	7.5
TOTAL	5.1	5.3	5.2	5.1	5.1
	(702)	(522)	(1,224)	(304)	(1,528)

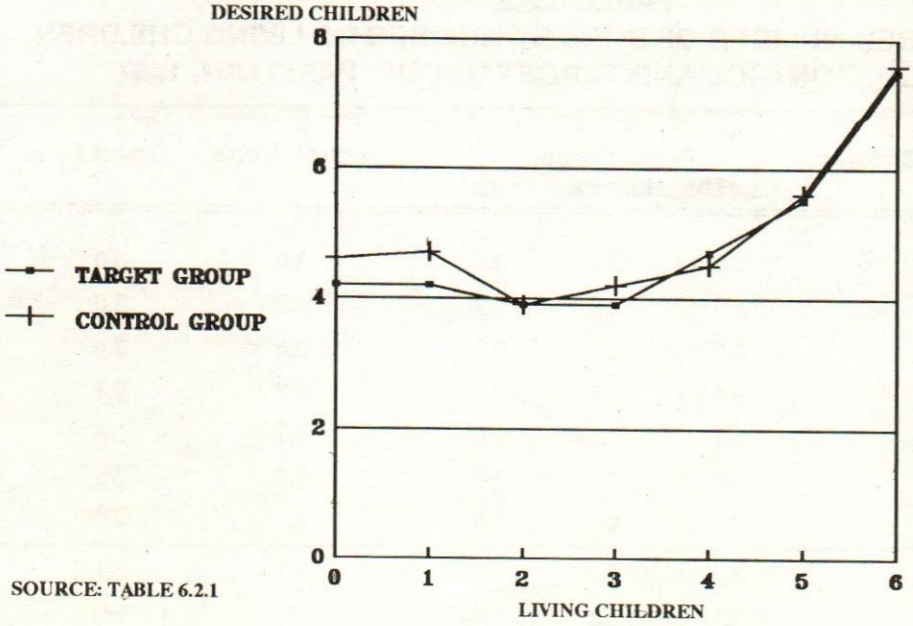
6.2 Indicated Desired Number of Children Among Currently Married Industrial Workers

All currently married workers were also asked to indicate whether they wanted additional children; and those who did not want additional children were further asked to indicate whether, before their last child, they had desired more children. Consequently, in the case of those who were satisfied with the number of their living children, this number was treated as their desired fertility level. In the case of those who indicated that they had not desired the birth of their last child, one child was subtracted from the number of their living children to arrive at the desired fertility level. In the case of those who desired an additional number of children, this number was added to the number of living children to indicate the desired fertility level.

As shown in Table 6.2.1, and Figure 6.1 apart from a decline among those who have 2-3 living children in both the groups, the number of desired children tends to increase with the increase in the number of living children. This, therefore, produces a high correlation between the number of living children and the desired fertility level. Why workers with 2-3 children generally tend to indicate a somewhat lower number of desired children than those who have 0-1 is not clear, especially as, thereafter, the indicated number of desired children rises steadily in each group.

But it may be that, the lower desired number of children indicated by all four categories of workers with 0-3 children is a result of their generally also being younger (less than 35 years old, as indicated in Table 5.1.2) and therefore comparatively more receptive to modern ideas on limiting the family size. Among these groups, the workers with 2-3 children (of whom most fall in the 25-34 years age

FIGURE 6.1
AVERAGE NUMBER OF CHILDREN DESIRED AMONG TARGET AND CONTROL GROUP BY NUMBER OF LIVING CHILDREN



SOURCE: TABLE 6.2.1

groups) have had more occasion to think about the desirability of limiting their family size than their younger colleagues with 0-1 living children. It is also to be noted that the target group shows a slightly lower desired number of children than the control group for workers with 0-1 children (4.2 as against 4.6-4.7) and 3 children (3.9 as against 4.2).

However, the overall average number of desired children is higher than the average ideal number of children - 5.1 to 5.3 children, as against 3.5 to 3.9 children. This suggests an apparent conflict between what is perceived as an ideal for a theoretical family situation and what is actually desired in the case of one's own family. This in turn, seems to imply that the perceived advantages of a small family and disadvantages of exceeding such a norm have not been sufficiently grasped - that there are generally no strong fears of the consequences of having many children.

The number of sons desired, despite some fluctuations, tends to be lower among those workers who have 2-4 living children than among those who have 0-1 children (2.4 to 2.7 as against 2.9 to 3.2 sons), before rising again among those who have 5-6 living children (3.0 to 4.2 sons). In comparison with the control group, the target group shows a slightly lower number of desired sons for all categories except that with 2 living children. Finally, the difference between the average actually desired and the average ideal number of sons (at 2.9 to 3.2 as against 2.0 to 2.2) is basically in line with the difference between the average actually desired and the average ideal total number of living children. Thus, sons as a percentage ratio of the total number of the children, in terms of both ideal and desired, range just between 56.4 (Karachi ideal) and 60.8 (control desire) per cent, with the largest difference for a specific group occurring in Lahore, between an ideal of 57.1 per cent and a desired of 60.4 per cent.

TABLE 6.2.2
AVERAGE DESIRED NUMBER OF SONS BY NUMBER OF LIVING CHILDREN, RESIDENCE, CONTROL AND TARGET GROUP: PAKISTAN, 1987

Number of Living Children	Target Group			Control Group	Grand Total
	Karachi	Lahore	Total		
0	2.8	3.1	2.9	3.0	3.0
1	3.0	2.8	2.9	3.2	3.0
2	2.5	2.9	2.7	2.6	2.6
3	2.4	2.4	2.4	2.7	2.4
4	2.7	2.5	2.6	2.7	2.6
5	3.0	3.2	3.1	3.2	3.1
6 +	3.9	4.1	4.0	4.2	4.0
Total	2.9	3.2	3.1	3.1	3.1
	(702)	(522)	(1,224)	(304)	(1,528)

CHAPTER VII

LEVELS AND DETERMINANTS OF FAMILY PLANNING AWARENESS AMONG CURRENTLY MARRIED INDUSTRIAL WORKERS

As explained earlier in Chapter III, one of the basic functions of the family and population welfare education programme in the industrial sector was the promotion of the concept of a small family norm among industrial workers. This function was performed through the provision of family welfare and planning material, arrangement of talks on these subjects, holding of in-plant motivational meetings, and interpersonal communication through Worker Motivators. Apart from this, industrial workers may also have been exposed to the communication activities of the family planning programme of both Government and FPAP, including the mass media as well as their Family Welfare Centres. In order to determine the extent of PFWEWP's effectiveness in increasing the contraceptive knowledge of industrial workers during the three years from July 1, 1984 to June 30 1987, answers to questions on awareness of contraceptive methods were obtained from both the target and the control groups. This chapter discusses the levels of contraceptive knowledge of the target and control population and the basic determinants of contraceptive knowledge.

7.1 Levels and Differentials of Family Planning Awareness

Like other national family planning or fertility surveys, the present survey also asked respondents to name methods which could delay the next pregnancy or avoid having future pregnancies.The names of specific methods mentioned by respondents on their own initiative were treated as unprompted answers. However, the enumerators also prompted answers by reading out the names of specific methods a respondent had not mentioned, and asking him whether he was also aware of any of these. This method of assessing Family Planning (FP) awareness was employed with a view to encouraging those who were hindered by shyness and to jogging the memories of those who had recall difficulties. Even so, the prompted responses may exaggerate actual awareness, as there may be a tendency to claim awareness of an indicated method without actually knowing or remembering anything about it. The results of Table 7.1.1 are to be interpreted with caution because, firstly, the universe of this survey consists of industries located in Karachi and Lahore only, whereas other inquiries are based on almost the total population of Pakistan, and secondly, the respondents in this survey were, in 93 per cent of the cases, currently married male workers,

TABLE 7.1.1
PER CENT OF CURRENTLY MARRIED INDUSTRIAL WORKERS WHO REPORTED KNOWLEDGE OF SPECIFIC CONTRACEPTIVE METHODS IN PFWEW PROJECT AND OTHER NATIONAL INQUIRIES: PAKISTAN, 1987

Contraceptive Methods	PER CENT OF WORKERS HAVING KNOWLEDGE OF SPECIFIC METHODS				
	NIS 1968-69	PFS 1975	PLM 1979-80	PCPS 1984-85	NIPS-ILO 1987 Total Sample
	Unprompted + Prompted Knowledge	Unprompted Knowledge	Unprompted Knowledge	Unprompted + prompted Knowledge	Unprompted + prompted Knowledge
Any Method	-	75.6	26.3	61.5	82.1
Oral Pill	37.7	63.8	25.0	54.1	60.0
Condom	42.3	14.4	14.4	28.9	63.5
Vaginal Method	38.8	6.6	1.1	16.2	22.0
Injection	-	-	-	46.7	45.1
IUD	72.1	48.6	17.3	43.4	38.8
Female Sterilization	47.9	7.0	13.7	50.6	59.3
Male Sterilization	36.7	1.9	9.8	18.8	48.3
Rhythm	13.7	0.3	0.3	5.8	23.9
Withdrawal	16.5	0.5	0.3	9.0	36.2
Others	81.1	2.3	0.7	1.5	3.0

TABLE 7.1.2
PER CENT OF CURRENTLY MARRIED INDUSTRIAL WORKERS REPORTING KNOWLEDGE OF FAMILY PLANNING METHODS BY RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN,1987

Residence/Group	Sample Size	Per cent Reporting Contraceptive Knowledge
Target Group,Karachi	714	85.6
Target Group,Lahore	529	78.8
Total Target Group	1,243	82.7
Control Group,Karachi and Lahore	307	79.8
Total	1,550	82.1
PCPS, Major Urban Areas, 1984-85	1,257	70.6

whereas, in other national inquiries, the respondents were currently married women in reproductive ages. Thirdly, the total sample size in the current survey consisted of 1,550 workers, whereas the other national inquiries consisted of weighted sample sizes of 3,000 to 7,500 respondents.

Table 7.1.1 shows that 82.1 per cent of the workers had some knowledge of at least one contraceptive method, as against the latest Pakistan Contraceptive Prevalence survey (PCPS) overall figure of 61.5 per cent and a major urban area figure of 70.6 per cent. However, the target group showed an only slightly higher level of awareness than the control group at 82.7 as against 79.8 per cent (Table 7.1.2).

Among the workers, the most widely known method, at 63.5 per cent, was reported by workers for the condom. This is more than twice as high as the PCPS figure of 29 per cent for females, which may, at least in part, be due to the fact that the condom is a male contraceptive; and, similarly, more widespread knowledge of male sterilization, at 48.3 among male as against 18.8 per cent among females, may be subject to the same consideration. However, with the exception of injection and IUD, workers also showed substantially wider knowledge of contraceptive methods pertaining to females, from 5.8 percentage points for vaginal methods to 18.1 percentage for the rhythm method. It is therefore apparent that, except for the IUD and contraceptive injection, a significantly larger proportion of workers have indicated knowledge of all other specific contraceptive methods.

Furthermore, as shown in Table 7.1.2, while the target group as a whole has a slightly higher awareness level than the control group, the Lahore target group stands at a lower level than that of combined control group of Karachi and Lahore. Thus, the overall possible impact of PFWEWP on FP awareness seems to have been marginal, making a difference of no more than 3 percentage points. But, as detailed below, among those aged 15-24 years and 25-34 years, the target group awareness level was higher than that of the control group by 22.1 and 5.4 percentage points, respectively.

7.2. Determinants of Family Planning Knowledge

Although there are various socio-economic, demographic and programme determinants of contraceptive awareness in a society, in this study only the following factors have been taken into account: current age, number of living children, level of education of worker and spouse, personal and household incomes.

As indicated by Table 7.2.1 and Figure 7.1, Family Planning awareness appears to be most widespread in the two age groups of 25-34 years and 35-44 years but it is noticeably higher in the target group than in the control group for those aged 15-24 years, at 81.2 as against only 59.1 per cent, and 25-34 years, at 85.4 as against 80.0 per cent. In the two subsequent age groups of 35-44 years and 45-49 years, the difference appears to be negligible. PFWEWP thus seems to have had a high impact on awareness among the younger workers, which may influence

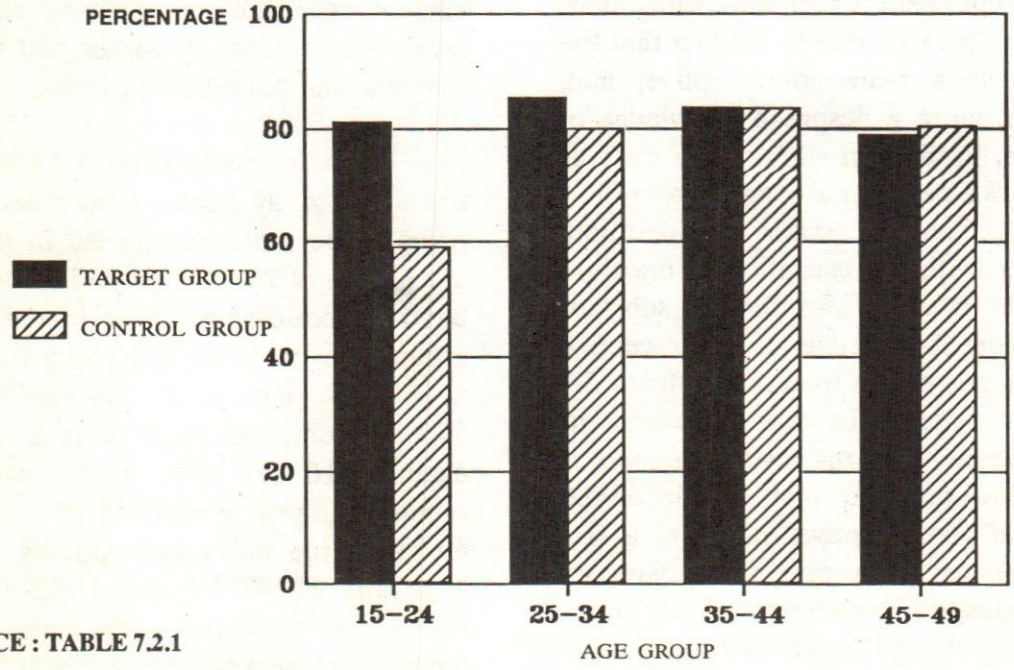
future limitations of family size, for it is these young workers in the target group who as yet,on average, have no more than 2.5 living children,as against no more than 3.0 living children in the control group (Table 5.1.2).

Table 7.2.2 indicates that the awareness level rises in all groups from those with no living children, to those with 3 living children, but then drops substantially for those with 4-5 children, before rising again. However, the differentials between

TABLE 7.2.1
PER CENT OF CURRENTLY MARRIED INDUSTRIAL WORKERS WHO HAVE KNOWLEDGE OF FAMILY PLANNING METHODS BY CURRENT AGE, RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Current Age of Workers	Target Group			Control Group	Grand Total
	Karachi	Lahore	Total		
15-24	80.0	82.3	81.2	59.1	72.2
25-34	85.2	85.7	85.4	80.0	84.0
35-44	86.6	78.5	83.6	83.5	83.5
45-49	84.6	72.7	78.9	80.4	79.1
Total	85.6 (714)	78.8 (529)	82.7 (1,243)	79.8 (307)	82.1 (1,550)

FIGURE 7.1
PREVALENCE OF KNOWLEDGE OF CONTRACEPTION AMONG TARGET AND CONTROL GROUP BY BROAD AGE GROUP



SOURCE : TABLE 7.2.1

target and control group are surprisingly different from those found among workers of different age levels. The highest percentage difference between the target and the control group, 5.9 percentage points, is found for those with no children, who would generally also be the youngest; but thereafter the target group awareness level continues to be progressively higher, from 0.9 to 3.6 percentage points.

As is to be expected, the family planning awareness level generally rises with the educational level (Table 7.2.3) though in the case of the target group, for Grades 8-9, it dips to 77.7 per cent, which is only 3 percentage points higher than the level for no schooling. While in the Grades 1-7 category, the target group level of awareness is substantially higher than that of control group, at 8.0 percentage points, at all subsequent educational levels, the family planning awareness level is higher in the control group, by 2.0 to 9.2 percentage points.

As shown by Table 7.2.4, a similar rise in the level of FP awareness is to be observed with the rising level of the spouse's education; but here this goes along evenly with no decline like that of the workers for the categories of Grades 8-9. The target group shows a higher level of awareness than that of the control group only for the category of no schooling, at 6.0 percentage point and of grades 12 +, at 2.8 percentage points. In all other cases, the control group level of awareness is higher than 0.6, in the category of Grades 8-9, to 5.5, in the category of Grades 10-11. These outcomes in regard to the education of both workers and their spouses suggest the paradoxical conclusion that, where the schooling exceeds Grade 7 for the worker and where there has been any schooling at all for the spouse (with the negligible exception of grades 12+), the acquisition of FP knowledge takes place noticeably more wildely under less favourable circumstances of communication for family planning.

TABLE 7.2.2
PER CENT OF CURRENTLY MARRIED INDUSTRIAL WORKERS WHO HAVE KNOWLEDGE OF FAMILY PLANNING METHODS BY NUMBER OF LIVING CHILDREN, RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Number of Living Children of Workers	Target Group			Control Group	Grand Total
	Karachi	Lahore	Total		
0	83.3	74.4	79.4	73.5	77.9
1-2	84.4	76.2	81.1	80.2	80.9
3	86.8	83.8	85.7	84.0	85.3
4-5	83.6	78.1	81.5	78.2	80.9
6 and over	89.7	80.5	84.9	81.3	84.3
TOTAL	85.6 (714)	78.8 (529)	82.7 (1,243)	79.8 (307)	82.1 (1,550)

TABLE 7.2.3
PER CENT OF CURRENTLY MARRIED INDUSTRIAL WORKERS WHO HAVE KNOWLEDGE OF FAMILY PLANNING METHODS BY LEVEL OF EDUCATION, RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Ideal Number of Children	Target Group			Control Group	Grand Total
	Karachi	Lahore	Total		
No Schooling	77.5	72.4	74.7	73.9	74.5
Primary but less than Middle (Grades 1-7)	87.5	77.0	82.7	74.7	80.2
Middle but less than Matric (Grades 8-9)	77.8	77.7	77.7	78.8	77.9
Matric but less than Intermediate (Grades 10-11)	88.4	85.3	87.3	89.3	87.5
Intermediate and Higher (Grades 12+)	92.5	80.0*	90.8	100.0*	91.6
Total	85.6 (714)	78.8 (529)	82.7 (1,243)	79.8 (307)	82.1 (1,550)

* Few cases

TABLE 7.2.4
PER CENT DISTRIBUTION OF CURRENTLY MARRIED INDUSTRIAL WORKERS WHO HAVE KNOWLEDGE OF FAMILY PLANNING METHODS BY LEVEL OF EDUCATION OF SPOUSES, RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Level of Education of Spouse	Target Group			Control Group	Grand Total
	Karachi	Lahore	Total		
No Schooling	80.5	71.1	76.0	70.0	74.6
Primary but less than Middle (Grades 1-7)	80.3	83.3	81.7	85.4	82.6
Middle but Less than Matric (Grades 8-9)	88.4	87.0	87.9	88.5	88.0
Matric but less than Intermediate (Grades 10-11)	92.0	91.4	91.8	97.3	92.8
Intermediate and Higher (Grades 12+)	97.3	85.3*	94.5	91.7*	94.3
TOTAL	85.6	78.8	82.7	79.8	82.1
	(714)	(529)	(1,243)	(307)	(1,550)

Only Few cases

This paradox leaves one even more puzzled when, in the next chapter, we find that, at each educational level, the target group has a higher contraceptive prevalence rate (Table 8.3.3). This suggests that the kind of knowledge here indicated is not necessarily conducive to the adoption of family planning, since, although more workers in the control group than in the target group, at each but the first educational level, knew about one or more FP methods, fewer of them at each of these levels, practised family planning.

As can be seen from Table 7.2.5, the level of FP knowledge rises steadily with increases in personal and household income. For the first income category of less than Rs. 2,000, the target group shows a slightly higher level of FP awareness than the control group, at 1.2 to 2.3 percentage points. But, thereafter, with the exception of one deviation in the category of a household income of Rs.2,000 - 2,999, the control group appears to have a higher level of FP awareness, by 6.0 to 8.3 percentage points.

On the whole, in terms of the promotion of FP awareness, PFWEW appears to have its more noticeable impact, not so much in overall average, as for the younger and less privileged groups of workers, with little schooling (Grades 1-7), and with incomes of less than Rs.2,000.

TABLE 7.2.5
PER CENT DISTRIBUTION OF CURRENTLY MARRIED INDUSTRIAL WORKERS WHO KNOW FAMILY PLANNING METHODS BY PERSONAL INCOME (PI), HOUSEHOLD INCOME (HI), RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Per Capita Income of Worker (Rs.)	Target Group						Control Group		Grand Total	
	Karachi		Lahore		Total					
	PI	HI	PI	HI	PI	HI	PI	HI	PI	HI
Less than 2000	83.5	81.7	77.5	75.5	80.4	78.4	78.1	77.2	79.8	78.1
2000 - 2999	87.3	85.8	85.2	83.0	86.9	85.0	89.7	84.1	87.1	84.9
3000 - 3999	93.3	94.8	91.7	91.9	93.1	94.0	100.0*	100.0	93.2	94.3
4000 +	88.9	90.9	100.0*	95.8	91.7*	92.2	100.0*	100.0	94.7	93.3
TOTAL	85.6	85.6	78.8	78.8	82.7	82.7	79.8	79.8	82.1	82.1
	(714)		(529)		(1,243)		(307)		(1,550)	

Only Few cases PI = Personal Income HI = Household Income

CHAPTER VIII

LEVELS AND DETERMINANTS OF CONTRACEPTIVE USE BY CURRENTLY MARRIED INDUSTRIAL WORKERS

Those currently married industrial workers who showed knowledge of any specific contraceptive method were further asked whether they or their spouses were currently using any contraceptive method. Those who were using contraception at the time of the survey or during one month prior to it were considered to be current users. Those who ever used contraception were regarded as ever users. In both cases, respondents were asked to indicate the names of contraceptives used. On the basis of responses to these questions, this chapter examines patterns of contraceptive use, and its basic determinants, among currently married workers in the target and the control groups as important indicators of the impact of PFWEWP.

8.1 Levels and Differentials of Contraceptive Use

In regard to levels of contraceptive use, comparisons are made not only between the data for the target and the control groups, but also between these and the 1984-85 PCPS data on contraceptive use in major urban areas. Other previous surveys provide separate data only on urban areas as a whole, which are, therefore, not strictly comparable with those for industrial workers in such large cities as Karachi and Lahore.

As Table 8.1.1 indicates, the target group has a significantly higher rate of

TABLE 8.1.1
CONTRACEPTIVE EVER USE AND CURRENT USE RATES BASED ON PAKISTAN INDUSTRIAL WORKERS' SURVEY, 1987, AND PAKISTAN CONTRACEPTIVE PREVALENCE SURVEY, 1984-85

Source	Residence/Group	Sample Size	Per cent of Workers	
			Ever Used Contraception	Currently Using Contraception
Pakistan Industrial Workers' Survey	Target Group, Karachi	714	44.4	33.5
	Target Group, Lahore	529	43.1	30.2
	Target Group	1,243	43.8	32.1
	Control Group	307	31.3	23.8
	Total Sample	1,550	41.4	30.4
PCPS 1984-85	Major Urban Areas	1,257	32.1	24.9

TABLE 8.2.1
PER CENT OF WORKERS/SPOUSES EVER USING SPECIFIC METHODS OF CONTRACEPTION IN THE TARGET AND CONTROL GROUPS OF PAKISTAN INDUSTRIAL WORKERS' SURVEY, 1987, AND MAJOR URBAN AREAS OF PAKISTAN CONTRACEPTIVE PREVALENCE SURVEY, 1984-85

Contraceptive Methods	Pakistan Industrial Workers' Survey, 1987			Pakistan Contraceptive Prevalence Survey, 1984-85
	Target Group	Control Group	Total Areas	Major Urban Area
Any Method	43.8	31.3	41.4	32.1
Oral Pills	8.6	5.2	7.9	11.8
Condoms	24.7	16.3	23.0	15.6
Vaginal Method	1.5	1.6	1.5	1.7
Injection	3.1	1.6	2.8	2.6
IUD	3.0	3.3	3.0	3.3
Female Sterilization	7.4	6.2	7.2	5.7
Male Sterilization	0.3	0.0	0.3	0.1
Rhythm	2.2	1.0	1.9	1.7
Withdrawal	5.6	2.9	5.1	4.9
Others	0.8	0.0	0.6	0.5
Number of Respondents	1,243	307	1,550	1,257

TABLE 8.2.2
PER CENT OF WORKERS/SPOUSES CURRENTLY USING SPECIFIC CONTRACEPTIVES IN THE TARGET AND CONTROL GROUPS OF PAKISTAN INDUSTRIAL WORKERS' SURVEY, 1987, AND MAJOR URBAN AREAS OF PAKISTAN CONTRACEPTIVE PREVALENCE SURVEY, 1984-85

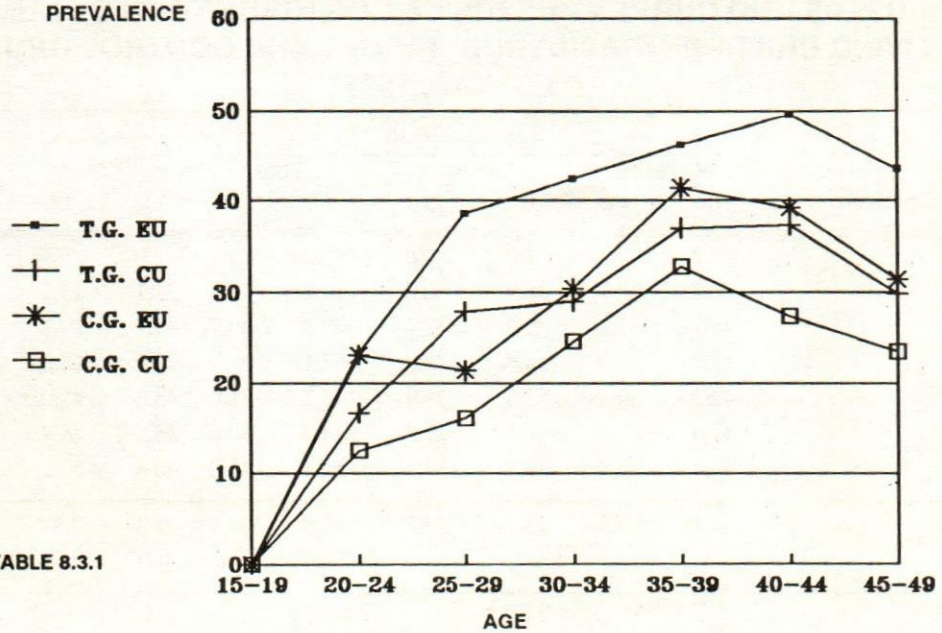
Contraceptive Methods	Pakistan Industrial Workers' Survey, 1987			Pakistan Contraceptive Prevalence Survey, 84-85
	Target Group	Control Group	Total Areas	Major Urban Area
Any Method	32.1	23.8	30.5	24.9
Oral Pills	1.4	1.0	1.3	1.8
Condoms	15.2	10.4	14.3	9.1
Vaginal Method	0.4	0.7	0.5	0.4
Injection	0.9	1.0	0.9	1.0
IUD	1.8	2.3	1.9	1.0
Female Sterilization	7.4	6.2	7.2	6.8
Male Sterilization	0.3	0.0	0.3	0.1
Rhythm	0.7	0.3	0.6	0.8
Withdrawal	3.6	2.0	3.3	3.4
Others	0.4	0.0	0.3	0.5
Number of Respondents	1,243	307	1,550	1,257

both ever use and current use of contraception, at 43.8 and 32.1 per cent, than the control group, at 31.3 and 23.8 per cent, respectively, and the PCPS groups, at 32.1 and 24.9 per cent, respectively. It is also to be noted that the contraceptive ever and current use rates for PCPS are only sightly higher than those for workers in the control group, by 0.8 and 1.1 percentage points, which may, at least in part, be due to the fact that PCPS respondents were currently married women and only those not pregnant for current use. It is apparent that, compared with the control group, among the target group, PFWEWP has helped to raise ever use prevalence by 39.9 per cent and current use prevalence by 34.9 per cent. The lower level of success in promoting current use is also reflected by the fact that the percentage of ever users who are also current users is somewhat higher in the control than in the target group, 76.0 as against 73.3 per cent. This suggests that there is an unmet need to promote more current use of contraception among ever users who are stopping contraception for reasons other than those of having a first or second child. Furthermore, the somewhat higher rates of contraceptive use in Karachi than the Lahore target group-particularly in terms of current use being 75.5 per cent of ever use in Karachi as compared with 70.0 per cent in Lahore seems to be in line with the higher Family Planning awareness level in Karachi, 85.6 as against 78.8 per cent (Table 7.1.2).

8.2 Differentials in Ever and Current Use by Specific Contraceptive Method

As is evident from table 8.2.1, workers in the present survey have more frequently reported ever use of condoms, at 23 per cent, followed by oral pills, 7.9 per cent; female sterilization, 7.2 per cent; and withdrawal, 5.1 per cent; whereas the ever use of other specific methods lies in the range of 0.3 to 3 per cent. Interestingly enough, women respondents in the PCPS have also reported a higher ever use of the

FIGURE 8.1
PREVALENCE OF EVER USE AND CURRENT USE OF CONTRACEPTION AMONG TARGET AND CONTROL GROUP BY FIVE YEAR AGE GROUPS



SOURCE: TABLE 8.3.1

TABLE 8.3.1
PER CENT OF CURRENTLY MARRIED INDUSTRIAL WORKERS WHO WERE EVER USERS (EU) AND CURRENT USERS (CU) OF CONTRACEPTION BY AGE, RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Current Age	Target Group						Control Group		Grand Total	
	Karachi		Lahore		Total					
	EU	CU	EU	CU	EU	CU	EU	CU	EU	CU
15-19	-	-	-	-	-	-	-	-	-	-
20-24	42.0	28.6	6.7	0.6	23.3	16.7	23.1	12.5	21.7	15.2
25-29	30.4	24.6	46.5	31.0	38.6	27.9	21.4	16.1	33.7	24.5
30-34	41.0	29.8	44.6	27.7	42.4	29.0	30.4	24.6	39.5	28.0
35-39	46.7	37.1	44.8	36.8	46.1	37.0	41.4	32.8	45.2	36.2
40-44	52.1	39.3	45.4	35.3	49.4	37.3	39.2	27.4	47.6	35.9
45-49	44.4	32.3	42.4	27.3	43.5	29.9	31.4	23.5	42.0	29.1
TOTAL	44.4	33.5	43.1	30.2	43.8	32.1	31.3	23.8	41.4	30.4
	(714)		(529)		(1,243)		(307)		(1,550)	

EU = EVER USE CU = CURRENT USE

TABLE 8.3.2
PER CENT OF CURRENTLY MARRIED INDUSTRIAL WORKERS WHO WERE EVER USERS AND CURRENT USERS OF CONTRACEPTION BY NUMBER OF LIVING CHILDREN, RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

No. of Living Children	Target Group						Control Group		Grand Total	
	Karachi		Lahore		Total					
	EU	CU	EU	CU	EU	CU	EU	CU	EU	CU
0	7.4	5.5	7.0	4.6	7.2	5.1	-	-	5.3	3.8
1	30.7	22.7	26.9	10.0	29.1	16.5	21.1	13.2	27.3	18.7
2	45.7	35.2	40.0	31.4	43.4	33.7	41.7	29.2	43.0	32.7
3	58.8	43.0	54.4	42.6	57.1	42.9	22.0	18.0	49.6	37.5
4	42.2	30.5	53.6	31.9	46.2	31.0	43.6	41.0	45.8	32.6
5	44.6	32.6	44.1	27.9	44.4	30.6	38.5	28.2	43.2	30.1
6 +	54.4	43.8	49.7	37.1	52.1	40.3	42.4	30.5	50.5	38.7
TOTAL	44.4	33.5	43.1	30.2	43.8	32.1	31.3	23.8	41.4	30.4
	(714)		(529)		(1,243)		(307)		(1,550)	

EU = EVER USE CU = CURRENT USE

four above mentioned contraceptives in the same descending order: condoms, 15.6 per cent; oral pills, 11.8 per cent; female sterilization, 5.7 per cent; withdrawal, 4.9 per cent and other specific methods, 0.5 to 3.3 per cent.

In regard to the semi-permanent and permanent methods, the target group shows higher rates than those of the other two groups for: contraceptive injection (3.1 as against 1.6 and 2.6 per cent); female sterilization (7.4 as against 6.2 and 5.7 per cent); and male sterilization (0.3 as against 0.0 and 0.1 per cent). On the other hand, both other groups show a higher ever use rate for the IUD, at 3.3 as against 3.0 per cent. However, with the observed low rates of ever use of the relatively more permanent methods of contraception, it is obvious that more efforts are needed to promote a wider use of both contraceptive injection and IUDs, as well as of sterilization, particularly for males.

Table 8.2.2, shows current contraceptive use of a specific method. It is apparent from the table that the condom remains the most popular method in all groups, but particularly so in the target group, with 15.2 per cent, as against 10.4 and 9.1 per cent in the other two groups. But, excluding the condom, the current use pattern is rather different from that of ever use. In the target group, the next four most popular methods are: female sterilization, 7.4 per cent; withdrawal, 3.6 per cent; IUD, 1.8 per cent; and oral pills 1.4 per cent. In control group, female sterilization at 6.2 per cent, is followed by IUD, 2.3 per cent; withdrawal, 2.0 per cent; and oral pills and injection, both at 1.0 per cent. In the PCPS group, female sterilization, at 6.8 per cent, is followed by withdrawal, 3.4 per cent; oral pills, 1.8 per cent; and IUD and injection, both at 1.0 per cent.While the higher rate of sterilization in the target group is encouraging, the lower rates of current use of injection and

TABLE 8.3.3
PER CENT OF CURRENTLY MARRIED INDUSTRIAL WORKERS WHO WERE EVER USERS AND CURRENT USERS OF CONTRACEPTION BY LEVEL OF EDUCATION, RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Level of Education	Target Group						Control Group		Grand Total	
	Karachi		Lahore		Total					
	EU	CU	EU	CU	EU	CU	EU	CU	EU	CU
No Schooling	24.5	17.3	28.3	20.5	26.7	19.1	18.8	13.0	24.0	17.7
Primary but Less than Middle(Grades 1-7)	29.8	24.0	37.9	24.1	33.5	24.1	23.0	17.2	30.2	21.9
Middle but Less than Matric (Grades 8-9)	35.0	27.4	52.3	39.2	44.1	33.6	40.9	28.8	43.5	32.6
Matric but Less than Intermediate (Grades 10-11)	52.3	39.6	47.5	30.9	50.3	36.0	37.5	31.3	48.3	35.3
Intermediate and Higher (Grades 12 +)	59.6	43.9	54.3	41.3	58.6	43.4	57.1*	47.6	58.5	43.8
TOTAL	44.4 (714)	33.5	43.1 (529)	30.2	43.8 (1,243)	32.1	31.3 (307)	23.8	41.4 (1,550)	30.4

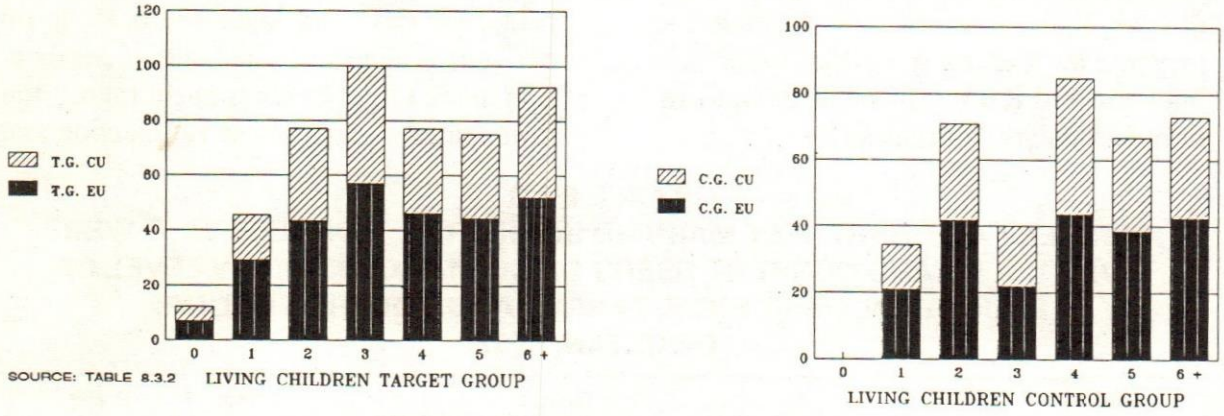
*Few Cases EU = EVER USE CU = CURRENT USE

IUD, in comparison, with the control group, is disappointing, as is also the rather high prevalence rate of the relatively unreliable method of withdrawal. Also disappointing is the overall high proportion of current users depending on condoms and other relatively less reliable methods (including vaginal, rhythm, withdrawal and others), at 77.5 per cent, compared with 69.6 per cent in the control group and 76.0 per cent in PCPS group which then, to some extent counterbalances the significantly higher rate of current contraceptive use observed in the target group.

8.3 Determinants of Ever Use and Current Use of Contraception

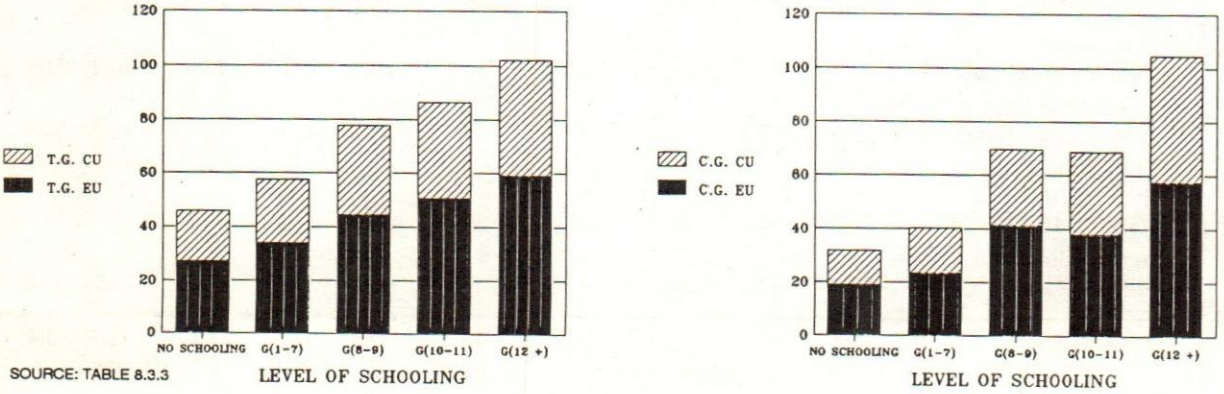
As shown in Table 8.3.1 and also Figure 8.1, ever use of contraception by age generally rises up to the age of 44 years in all groups and is higher in the target group than the control group at all ages (the Lahore target group shows an inexplicably low prevalence rate of 6.7 per cent, particularly, as against 42.0 per cent for Karachi, for the 20-24 years age group). But the differential of ever use between target and control group is highest for the 25-29 years age group, at 17.2 percentage points, as compared with 4.7 to

FIGURE 8.2
PREVALENCE OF EVER USE AND CURRENT USE OF CONTRACEPTION AMONG TARGET AND CONTROL GROUPS BY NUMBER OF LIVING CHILDREN



SOURCE: TABLE 8.3.2

FIGURE 8.3
PREVALENCE OF EVER USE AND CURRENT USE OF CONTRACEPTION AMONG TARGET AND CONTROL GROUP BY LEVEL OF SCHOOLING



SOURCE: TABLE 8.3.3

12.0 percentage points of other age groups. A very similar pattern emerges for the higher rates for current use of contraception by age except for the following two exceptions: Firstly, although the highest differential between target and control group for current use also occurs in the 25-29 years age group, it is significantly lower than for ever use, at 11.8 as against 17.2 percentage points, while other differentials vary between 4.2 to 9.9 percentage points, as against 4.7 to 12.0 percentage points. Secondly, the drop in prevalence of contraception from the 40-44 years to the 45+ years age group is lower for ever use in the target group, at 5.9 as against 7.8 percentage points in the control group, and higher for the current use, at 7.4 as against 3.9 percentage points in the control group. However, the positive influence of PFWEWP seems most manifest at the 25-29 year age level, with a difference of 11.8 percentage points, when, in the target group, workers have an average of 1.7 children. A similar impact is evidenced by the higher prevalence of current use in the target than the control group, by 9.9 percentage points, for the 40-44 age group. Therefore, one may draw the following conclusions: (i) that the project appears to be making a contribution to promoting a small family norm and spacing among young workers, despite a fairly high average for desired number of children, of 3.9 to 4.2 among those who have 1-2 children, and (ii) that among the older workers it is helping to keep down the number of their children to less than 5.

It may be noted from Table 8.3.2 and Figure 8.2, that, after the birth of second child, ever use ranges between 43.4 per cent in the 2-child family to 57.1 per cent in the 3-child family of the target group, as compared with 22.0 per cent in the 3-child family to 43.6 per cent in the 4-child family of the control group. However, while the ever use rate in the target group declines for families with 4 and 5 children, before rising again to 52.1 per

TABLE 8.3.4

PER CENT OF CURRENTLY MARRIED INDUSTRIAL WORKERS WHO WERE EVER USERS AND CURRENT USERS OF CONTRACEPTION BY PERSONAL INCOME OF WORKER, RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Personal Income (Rs.)	Target Group						Control Group		Grand Total	
	Karachi		Lahore		Total					
	EU	CU	EU	CU	EU	CU	EU	CU	EU	CU
Less than 1000	30.0	21.0	35.2	29.6	33.5	26.6	22.4	18.1	29.6	23.7
1000-1999	38.5	28.4	42.8	28.3	40.5	28.4	36.6	26.8	39.8	28.1
2000-2999	52.9	40.7	59.0	41.0	54.2	40.8	34.5	27.6	52.4	39.5
3000-3999	65.0	50.0	66.7	35.7	65.3	48.6	50.0*	50.0	64.9	48.6
4000 +	44.4*	44.4*	33.3*	-	45.4*	36.4	42.9*	28.6	42.1	31.6
TOTAL	44.4 (714)	33.5	43.1 (529)	30.2	43.8 (1,243)	32.1	31.3 (307)	23.8	41.4 (1,550)	30.4

*Few Cases EU = EVER USE CU = CURRENT USE

cent for families with 6+ children, in the control group it rises from the 3-child to the 4-child family and, after declining for the 5-child family, rises to 42.4 per cent for the family with 6+ children. The pattern for current use is very similar, and the largest differential for the target and control group is found for the 3-child family, at 24.9 percentage points, with other differentials, except for the strange case of the 4-child family, ranging between 2.4 and 9.8 percentage points. In the case of 4-child family, although ever use in the target group is higher, at 46.2 per cent as against 43.6 per cent in the control group, the latter has a higher current use rate, at 41.0 per cent as against 31.0 per cent in the target group. However, the comparatively high rates of current use in 2- and 3-child families of the target group are more promising, as they hold out the possibility that some substantial number of families in the target group might limit the number of their children to no more than these, that is in cases where the desire for more children, and in particular sons, is not in strong conflict with this possibility.

Unlike the situation of family planning awareness, in which Table 7.2.4 indicated a somewhat baffling higher level of awareness in the control group generally at all except the first educational levels, in the case of both ever and current use of contraception, the target group shows significantly higher prevalence rates (Table 8.3.3 and figure 8.3). These rates rise steadily with the educational level in all cases. The biggest differential between target and control groups is to be noted at the Grade 1-7 level, at 10.5 percentage points for ever use and 6.9 percentage points for current use, followed by corresponding figures of 12.8 and 4.7 percentage points at the level of Grades 10-11 and 7.9 and 6.1 percentage points for no schooling.

Apart from certain strange deviations in the Lahore target group, as shown by Table 8.3.4 and 8.3.5, both ever and current use of contraception tend to rise steadily with each higher level of both personal and household incomes up to the Rs. 3,000-3,999 level. Above the latter

TABLE 8.3.5
PER CENT OF CURRENTLY MARRIED INDUSTRIAL WORKERS WHO WERE EVER USERS AND CURRENT USERS OF CONTRACEPTION BY HOUSEHOLD INCOME : PAKISTAN, 1987

Household Income (Rs.)	Target Group						Control Group		Grand Total	
	Karachi		Lahore		Total					
	EU	CU	EU	CU	EU	CU	EU	CU	EU	CU
Less than 1000	33.9	21.4	41.2	35.3	27.4	22.7	21.6	15.9	31.9	24.4
1000 - 1999	35.4	25.3	38.3	26.8	36.9	25.9	34.0	24.8	36.3	25.6
2000 - 2999	49.1	36.7	56.8	36.4	51.3	36.6	34.0	29.5	49.1	35.7
3000 - 3999	58.8	46.4	48.6	35.1	56.0	43.3	42.9*	42.9	55.3	43.3
4000 - 4999	55.0		66.7*		57.1		56.7*		58.2	
		48.5		29.2		43.3		33.3		41.9
5000 +	53.8		35.3*		46.5		33.3*		46.0	
TOTAL	44.4	33.5	43.1	30.2	43.8	32.1	31.3	23.8	41.4	30.4

*Few Cases EU = EVER USE CU = CURRENT USE

level, for personal income, there is a decline for both ever use and current use. But for household income, there is a strangely mixed situation, in which, while ever use continues to rise up to the Rs. 4,000-4,999 level -before declining for the above Rs. 5,000 level- current use for the target group as a whole (despite a high deviation for Lahore) remains the same for the Rs. 3,000-3,999 and Rs. 4,000 + income levels, whereas, in the control group, it declines sharply. Aside from very small sets leading to unreliable deviations, the tendency towards decline at the highest income levels may be correlated with elder age levels, at which there is often no more need for current use and in regard to past use the older workers may have been more tradition bound and less exposed to family planning communication.

However, apart from some deviations, both ever and current use prevalence is generally significantly higher among the target groups compared with the control group at all levels of personal and household incomes. For personal income levels, the highest differential between the two groups is found for the median income level of Rs.2,000-2,999 (comprising 36.3 per cent for ever use, but only 32.3 per cent for current use), at 19.7 and 13.2 percentage points, respectively, for ever use and current use, followed by corresponding figures of 11.1 and 8.5 percentage points for the less than Rs. 1,000 income level (comprising only 33.1 per cent of ever use, but 31.9 per cent of current use). For the Rs. 3,000-3,999 income level, however, we find the puzzling situation of ever use being higher by 15.3 percentage points for the target, as compared with the control group, and current use being lower by 1.4 percentage points. On the other hand, for household income levels, the highest differential also occurs at the Rs. 2,000-2,999 income level (comprising 33.7 per cent of ever use and 19.4 per cent of current use), this works out as 17.3 percentage points for ever use, but only 7.1 percentage points for current use.

8.4 Strongest PFWEWP Influence on Promoting Contraception Among Different Categories of Observed Determinants

According to the analysis presented above, PFWEWP seems to have exerted its strongest influence in promoting contraception through the following categories of the determinants: (1) According to the age of the worker, through the 25-29 year old workers (comprising 11.3 per cent of the target and 18.2 per cent of the control group). (2) According to the number of the workers' children, on the 3- child family, (constituting 14.6 per cent of the target and 16.3 per cent of the control group). (3) According to the educational level of the workers, through the workers whose schooling has been between Grades 1-7 (comprising 15.4 per cent of the target and 28.4 per cent of the control group), followed by the workers who have completed 10-11 Grades (comprising 37.9 per cent of the target and 24.4 per cent of the control group). (4) According to the personal income level of the workers, through those workers who earn between Rs. 2,000 and Rs. 2,999 (comprising 22.7 per cent of the target and 9.4 per cent of the control group), followed by the workers who earn less than Rs. 1,000 (comprising 17.5 per cent of the target and 37.8 per cent of the control group).

Therefore, it may be stated that PFWEWP has been successful in exerting the most substantial influence on categories which are both (a) more amenable to such influence and (b) mostly still in a position to limit their family size to not more than 3 children (46.7 per cent of the target group). While it is to be noted that these categories of workers constitute less than half of the total number of workers in the target group, it must also be remembered that its other categories of workers have not been immune to such influence, and the higher levels of contraceptive prevalence in most of them have each made their own varying contributions to the higher average levels of ever and current use of contraception in the target group, as compared with the control group.

CHAPTER IX

AVAILABILITY AND SOURCES OF CONTRACEPTIVE ADVICE AND SERVICES

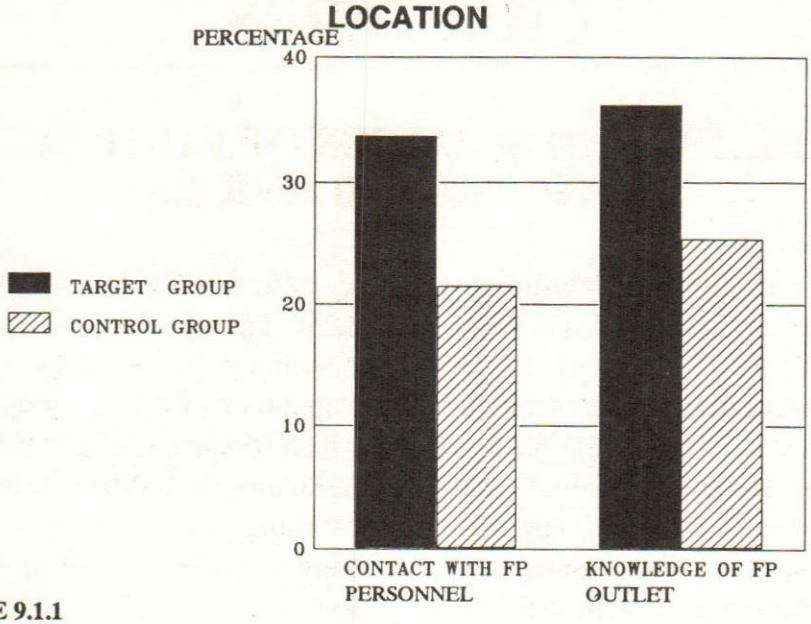
Adequate availability of contraceptive services and supplies is a crucial factor for the success of family planning communication and motivation. The current National Population Welfare Programme is multi-dimensional and multi-sectoral, and it is accordingly supported by various relevant agencies of both the Government and the private sector. Thus, in the industrial sector, the Labour Division, in collaboration with ILO and UNFPA, has, through PFWEWP, been trying to encourage workers to adopt family planning for their own and their family's welfare.

At the beginning of 1987, there were 1,250 Family Welfare Centres (FWCs) operating under the Government's Population Welfare Programme, out of which 65 were situated in Karachi and 50 in Lahore. In addition, 12,500 other family planning outlets of various categories were in operation, out of which 115 were in Karachi and 600 in Lahore. In order to determine how far these outlets were actually being utilized by workers and to what extent workers had been contacted by family planning (FP) personnel (irrespective of whether they were or were not associated with the project), the survey included the following inquiries. In the first place, currently married industrial

TABLE 9.1.1
PER CENT OF CURRENTLY MARRIED INDUSTRIAL WORKERS WHO HAD MET FAMILY PLANNING PERSONNEL AND WHO HAD KNOWLEDGE OF THE LOCATION OF A FP OUTLET BY RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Contact and Knowledge	Target Group			Control Group	Grand Total
	Karachi	Lahore	Total		
1. Had Met FP Personnel	31.8	36.3	33.7	21.5	31.3
	(714)	(529)	(1,243)	(307)	(1,550)
2. Had Kowledge of the Location of a FP Outlet	27.9	47.4	36.2	25.4	34.1
	(714)	(529)	(1,243)	(307)	(1,550)

FIGURE 9.1
COMPARATIVE TARGET AND CONTROL GROUP CONTACT WITH FAMILY PLANNING PERSONNEL AND KNOWLEDGE OF FAMILY PLANNING OUTLET LOCATION



SOURCE: TABLE 9.1.1

TABLE 9.2.1
PER CENT OF CURRENTLY MARRIED INDUSTRIAL WORKERS WHO EVER USED CONTRACEPTION BY SOURCES OF FP SERVICES AND SUPPLIES BY TARGET AND CONTROL GROUP: PAKISTAN, 1987

Advice and Source of Supply	Target Group	Control Group	Grand Total
1. In- plant Clinic	2.8	1.6	2.6
2. In - plant Fair Price Shop	2.3	0.0	2.0
3. Social Security Institution	0.5	1.6	0.6
4. Hospital	28.5	40.3	30.1
5. MCH Centre	2.0	1.6	2.0
6. Rural Health Centre	0.8	1.6	0.9
7. Basic Health Unit	0.5	1.6	0.6
8. Family Welfare Centre	14.6	4.8	13.3
9. Shop/Drug Store	44.3	38.7	43.6
10. Community Workers	0.2	1.6	0.4
11. Family Planning Personnel	2.8	0.0	2.4
12. Hakeem	0.5	0.0	0.4
13. Others	0.2	6.5	1.1
Total	100.0 (545)	100.0 (96)	100.0 (641)

workers were asked whether they knew or had ever met any family planning personnel, and then whether they knew the location of any family planning outlet. In the second place, workers who were current or ever users of contraception, were asked to indicate the source from which they obtained their relevant contraceptive supply.

9.1 Currently Married Workers Who Had Met FP Personnel and Who Had Knowledge of the Location of a FP Outlet

It may be observed from Table 9.1.1 and Figure 9.1 that, in comparison with only 21.5 per cent of the control group, 33.7 per cent of the target group had met some family planning personnel; and that 36.2 per cent of the target group, as against 25.4 per cent of the control group, had knowledge of location of an FP outlet. In noting that, even in the target group, nearly two-third of the workers had no FP contact, it is to be remembered (a) that the reach of worker motivators is severely limited on account of their generally low ratio to the total worker population of their establishments and (b) that only a few industrial establishments have FP outlets situated in or near them, and that FWCs located in areas where they reside are closed when the dayshift workers come home from work.

9.2 Sources of Family Planning Advice and Contraceptive Services and Supplies Utilized by Industrial Workers

Table 9.2.1 shows that 43.6 per cent of the contraceptive users in the total sample utilized the services of shops and drug stores and another 30.1 per cent went to hospital, while only 13.3 per cent utilized the services of Family Welfare Centre. However, it is interesting to note that, in comparison with only 4.8 per cent of the control group, 14.6 per cent of the target group utilized FWC services. Similarly, in terms of the utilization of FP services provided through in-plant clinics or fair price shops and family planning personnel, 5.1 per cent of the contracepting workers in the target group, as against only 1.6 per cent of the control group, had benefited from such FP services. A most disturbing finding is that, despite the, in principle, agreed collaboration of Social Security Institutions, no more than 0.6 per cent of the contracepting workers have been able to get FP services from their outlets. Overall, it is evident that there is a great need to improve the FP supply position for the industrial workers in or near their establishments, as well as in the Social Security outlets, particularly since without this, a considerable proportion of the motivation achieved is probably wasted.

CHAPTER X

INDUSTRIAL WORKERS' PERCEPTIONS OF CERTAIN FAMILY PLANNING RELATED ISSUES AND PROVISIONS

In addition to obtaining views on various aspects of PFWEWP activities from representatives of trade unions and management, which are analyzed in Chapter III, the survey also asked the interviewed workers, in both target and control groups, questions to determine their awareness and concept of the population problem, their access to various types of IEC, and their perception of whether available FP services were satisfactory or not. In addition, workers in the target group were also asked questions to determine the awareness of and participation in PFWEWP and their opinion on its activities.

10.1 Awareness and Concept of Population Problems

In order to judge whether the workers were really aware of the population problems of their country, they were asked to indicate their own perception of these. In responses, as indicated by Table 10.1.1, relatively large proportion of workers in both groups mentioned problems related to the following specific issues in the order indicated, according to overall percentages: unemployment (36.0 per cent); lack of educational facilities (27.1 per cent); economic problems (26.7 per cent); housing (22.7 per cent); high cost of living (18.9 per cent); and insufficient food (15.8 per cent). Apparently significant differences between target and control groups are observable in only three instances: for lack of educational facilities, 28.9 per cent in the target as against 19.8 per cent in the control group; for housing, 24.2 per cent in the first as against 16.8 in the latter; and for lack of health facilities, 10.9 per cent in the first as against 4.9 per cent in the latter. Only a small minority, 1.0 per cent in the target and 0.7 per cent in the control, failed to respond or were unaware of the problem or unsure about its nature.

10.2 Workers' Access to Different Types of FP Related IEC Materials

As indicated by Table 10.2.1 and Figure 10.1, 56.5 per cent in the target group, as against 44.0 per cent in the control group, had read or seen some FP related material. As is to be expected, as the other materials are not distributed on a mass scale, and in so far as PFWEWP material is concerned, it is primarily intended for Worker Motivators and other literates specially interested workers, 27.8 per cent of the target as opposed to 23.1 per cent of the control group had seen family planning posters. Moreover 8.0 per cent of the target group and 2.0 per cent of the control group had seen family plan-

TABLE 10.1.1
PER CENT OF CURRENTLY MARRIED INDUSTRIAL WORKERS WHO INDICATED POPULATION PROBLEMS IN THE COUNTRY, BY TARGET AND CONTROL GROUP: PAKISTAN, 1987

Population Problem	Per cent of Workers		
	Target Group	Control Group	Total
Housing	24.2	16.8	22.7
Insufficient Food	15.7	15.9	15.8
Unemployment/Under Employment	35.7	37.5	36.0
Nutrition	0.5	0.0	0.4
Family Welfare	2.0	1.7	1.9
Lack of Educatioal Facilities	28.9	19.8	27.1
Clothing	0.6	0.9	0.6
Lack of Health Facilities	10.9	4.9	9.3
Social	2.9	0.6	2.3
Environmental Pollution/Sanitation	0.6	1.0	0.6
Economic Problems	27.1	25.7	26.7
High Cost of Living	19.1	18.2	18.9
Others	24.3	21.5	23.8
Unaware or Unsure	1.0	0.7	0.9
Responding at least one answer	89.0	87.0	88.6

TABLE 10.2.1
PER CENT OF CURRENTLY MARRIED INDUSTRIAL WORKERS WHO HAD ACCESS TO DIFFERENT TYPES OF FP RELATED IEC MATERIALS BY TARGET AND CONTROL GROUP: PAKISTAN, 1987

IEC Material	Target Group	Control Group	Total
Had not read or seen any FP related material	43.5	56.0	46.0
Had read or seen FP related material	56.5	44.0	54.0
Posters	27.8	23.1	26.9
Pamphlets	8.0	2.0	6.8
Booklets	9.6	5.2	8.7
Bill Boards	1.7	2.0	1.7
Films	8.0	9.8	8.3
Other	1.4	1.9	1.5
Total	(1,243)	(307)	(1,550)

ning pamphlets. Booklets and films had been seen by 9.6 and 8.0 per cent in the target group whereas 5.2 and 9.8 per cent of control group had seen them by the time of survey. However, given the fact that motivational films are often arranged as part of the larger in-plant motivational meetings, it is surprising that somewhat more of the control group first mentioned having seen films, 9.8 as against 8.0 per cent.

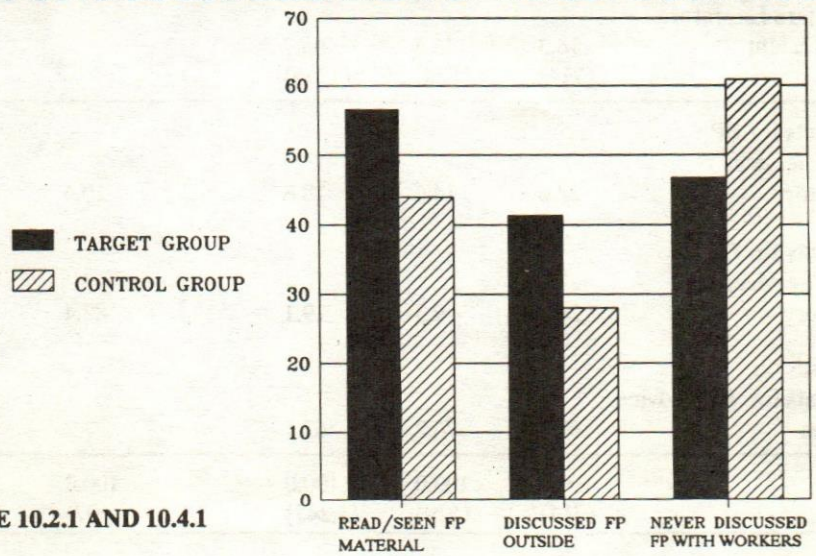
10.3 Workers' Opinion on Adequacy of Family Welfare Lectures and Literature and of Arrangements for Family Planning Advice and Services

As the results indicated by Table 10.3.1 are in some conflict with both opinions indicated in Chapter III (especially in regard to the adequacy of lectures) and the previous Table in regard to FP-related materials, it appears that, in a number of cases, the questions have not been properly understood. The results, therefore, need to be seen only as rough supplementary indicators with a wide margin of error. While keeping this in view, we find that a massive majority of workers in the target group (93.7 per cent) considered that family welfare lectures were not useful for promoting family planning. From the nature of the question, it is unclear as to what family welfare lectures respondents were thinking of in their responses and whether they felt these to be altogether useless or only useless for the promotion of family planning.

Indeed, particularly since there is some tendency to give a positive response to these types of institutional questions merely out of a sense of courtesy, the overwhelming negative response may simply be an expression of the view that being lectured at serves no useful purpose. On the other hand, as against only 56.5 per cent of the target group workers indicating that they have read or seen any

FIGURE 10.1

PER CENT OF WORKERS WHO HAD READ OR SEEN FAMILY PLANNING RELATED MATERIAL, DISCUSSED FAMILY PLANNING WITH CO-WORKERS AND FRIENDS OUTSIDE ESTABLISHMENT BY TARGET & CONTROL GROUP



SOURCE: TABLE 10.2.1 AND 10.4.1

FP-related material (Table 10.2.1), here 65.7 per cent expressed the view that family welfare literature is quite sufficient. On the adequacy of arrangements for FP advice and services, 18.8 per cent of the target and 10.4 per cent of the control group indicated they were satisfactory, with as many as 62.1 per cent of the target and only 7.2 per cent of the control group giving no response to the question; whereas 11 per cent of the trade union representatives interviewed had expressed satisfaction with such arrangements (Table 3.4.2).

10.4 Workers' Discussion of FP with Friends and Fellow Workers

Workers, in both the target and control group, were asked to indicate whether they ever discussed family planning (a) with friends outside industrial establishments or (b) with fellow workers. As shown by Table 10.4.1, on the first part of the question, 41.3 per cent of the target group, as compared with only 28.0 per cent of the control group, indicated that they had held such discussions. This then shows a very significant impact of the project on promoting FP communication by workers outside their establishments, for, even if some of them do not necessari-

TABLE 10.3.1

PER CENT OF CURRENTLY MARRIED INDUSTRIAL WORKERS' OPINION ON ADEQUACY OF FAMILY WELFARE LECTURES AND LITERATURE AND ARRANGEMENTS FOR FAMILY PLANNING ADVICE AND SERVICES, BY RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Lectures, Literature and FP Facilities	Target Group			Control Group	Grand Total
	Karachi	Lahore	Total		
1. Usefulness of Family Welfare Lectures for FP Promotion	6.1 (714)	6.8 (529)	6.3 (1,243)	-	-
2. Family Welfare Literature is Quite Sufficient	76.3 (714)	46.6 (529)	65.7 (1243)	-	-
3.1 Arrangements for FP Advice and Services are Satisfactory	22.0	14.6	18.8	10.4	17.2
3.2 Arrangements for FP Advice and Services are Unsatisfactory	26.5	9.3	19.1	82.4	31.6
3.3 No Responses on Arrangements for FP Advice and Services	51.5	76.2	62.1	7.2	51.2
TOTAL	100.0 (714)	100.0 (529)	100.0 (1,243)	100.0 (307)	100.0 (1,550)

ly speak in favour of family planning, they thus stimulate thinking on the subject.

On the second part of the question, 51.8 per cent of the target group, as against only 34.9 per cent of the control group, reported that they had FP discussions with their fellow workers; and it appears that 42.7 per cent of the target group, did so sometimes or often, as against 24.8 per cent in the case of the control group. Thus, a very much larger proportion of workers in the target than in the control group discussed family planning fairly frequently with fellow workers. Although such discussions in the target group may well have been initiated by Worker Motivators, the situation still portrays a widespread FP communication process being stimulated by PFWEWP.

10.5 Awareness of PFWEWP Among Workers and Their Participation in and Views About it

In regard to questions about PFWEWP, as such, addressed to workers in general, it needs to be remembered that, as against the very few who have attended seminars/workshops, and even fewer who are Worker Motivators, the large majority, who in fact have not done so, have little occasion to realize that there is any such thing as the PFWEW Project, because both Worker Motivators and In-Plant Motivational Meetings are supposed to communicate on family welfare and planning for this, rather than projecting PFWEWP and, indeed, probably more often than not without any reference to it. Therefore, one should expect few positive responses, to these responses and where they are substantial, one must suspect a skewing on account of courtesy or other reasons.

TABLE 10.4.1
PER CENT OF CURRENTLY MARRIED INDUSTRIAL WORKERS DISCUSSING FP WITH FRIENDS OUTSIDE ESTABLISHMENT AND WITH FELLOW WORKERS BY RESIDENCE, TARGET AND CONTROL GROUP: PAKISTAN, 1987

Worker's Views	Target Group			Control Group	Grand Total
	Karachi	Lahore	Total		
1. Discussed FP with Friends Outside Establishment	42.9	39.1	41.3	28.0	38.6
	(714)	(529)	(1,243)	(307)	(1,550)
2. Discussed FP with Fellow Workers					
- Never	-	-	46.7	60.9	49.5
- Rarely	-	-	9.1	10.1	9.3
- Sometimes	-	-	26.3	16.0	24.3
- Often	-	-	16.4	8.8	14.9
- Not Reported	-	-	1.5	4.3	2.0
Total			100.0	100.0	100.0
			(1,243)	(307)	(1,550)

TABLE 10.5.1
PER CENT OF CURRENTLY MARRIED INDUSTRIAL WORKERS REPORTING AWARENESS OF AND PARTICIPATION IN PFWEWP BY TARGET GROUPS OF KARACHI AND LAHORE: PAKISTAN, 1987

Category	Per cent of Industrial Workers Reporting Target Group		
	Lahore	Karachi	Total
Aware of PFWEWP	67.9	29.5	51.6
PFWEWP Personally Beneficial	33.0	20.8	27.8
Participated in PFWEWP	38.9	22.3	31.9
	(714)	(529)	(1,243)

TABLE 10.5.2
PER CENT OF CURRENTLY MARRIED INDUSTRIAL WORKERS WHO PARTICIPATED IN OUTSIDE TRAINING PROGRAMME AND IN-PLANT PROGRAMME MEETINGS BY TARGET GROUPS OF KARACHI AND LAHORE: PAKISTAN, 1987

Programme Activities	Target Group		
	Lahore	Karachi	Total
Outside Training Programme Attended by Trade Union Workers			
1. One - day Orientation Seminar for Trade Union Representatives	10.1	6.1	8..5
2. Two - day Joint Labour Management Workshop	0.8	2.0	1.4
3. Three - day Refresher Workshop	1.9	1.6	1.9
4. Five - day Training Workshop	0.8	2.4	1.5
5. Special Trade Union Seminars	0.8	0.3	0.7
In - plant Programme Meetings Attended by Workers			
1. In - plant Motivational Meetings	16.1	8.0	12.5
2. Special Mass Meetings (In - plant or Workers Colony)	0.3	0.0	0.2
3. Others	2.9	0.7	2.0
Total Workers	714	529	1,243

Table 10.5.1 indicates that 51.6 per cent of the target group was aware of PFWEWP. Without regard to the observation made above, this may be considered quite modest; but, taking cognizance of it, this represents a surprisingly high awareness level so much so that it probably exaggerates the actual situation. More nearly acceptable seems to be the response that only 27.8 per cent of the target group regard PFWEWP as having been of personal benefit to them. But again, when 31.9 per cent of workers in the target group indicate that they have participated in PFWEWP, this either means that often they have been just generally involved with family planning or is an exaggeration. This is also supported by the fact that, as shown by Table 10.5.2, a total of only 12.5 per cent has been directly involved in in-plant motavitional meetings and no more than a total of 13.0 per cent have attended any seminar/workshop which, in addition, ignores the fact that this includes a considerable amount of duplication, as the same workers have often attended more than one type of seminars/workshops. On the other hand, the reported attendance in two-day and five-day training workshops appears disappointing, specially as, in comparison with the one-day seminar, two each of the two-day and five-day workshops have been held. But, again, one-day seminar participation has probably been exaggerated for some reason, including the possibility that some respondents have confused the one-day orientation seminars with in-plant motivational meetings.

CHAPTER XI

SUMMARY OF FINDINGS AND RECOMMENDATIONS

The major findings of the evaluation report here summarized indicate the achievements, drawbacks and shortcomings of PFWEWP, on which subsequent recommendations for its future operations are based. It is realized that recommendations involving a larger scale of action, wider provision of training and enhanced inputs of IEC resources have both financial and personnel implications that would require substantial increases in the very modest past expenditures and project staff. These, in contrast to those recommendations, or those parts of recommendations, that mainly imply improved efficiency and effectiveness, will therefore be implementable only to the extent that requisite funds become available.

11.1 Major Findings of Evaluation Report

For purposes of convenience the findings of the evaluation report have been classified into three main categories: (a) evaluation of various functions of the PFWEWP, which is based on the views of target group representatives of managements and trade unions; (b) evaluation of the impact of PFWEWP in terms of the differentials between the target group and control group, which is based on responses of industrial workers in both target and control groups; (c) evaluation of the realization of certain functions, which is also based on the responses of industrial workers, where relevant, in both groups, and where they are pertinent only to instances where there has been some PFWEWP contact, only in the target group.

(a) Evaluation of PFWEWP Functions Based on Views of Management and Trade Unions

1. Almost all representatives of management and trade unions (94 per cent of each category) were aware of overall as well as specific objectives of PFWEWP.

2. As many as 63 per cent of the establishments regard the objectives as very important and 31 per cent as important, mostly (64 per cent) on economic consideration and secondary (44 per cent) on grounds of family welfare.

3. However, although all establishments had been visited by the project staff at least once, the fact that 47 per cent of them had been visited less than five times in three years does not appear to be satisfactory.

4. In most establishments (67 per cent), the top management's attitude was assessed at very to somewhat favourable; but 40 per cent of the trade union representatives, as

against only 26 per cent of management, were dissatisfied with its attitude.

5. As against 91 per cent of the management representatives, only 86 per cent of those of trade unions indicated their approval of Family Planning activities in their establishments, which appears strange since 94 per cent of them had considered PFWEWP objectives to be important. Apparently, some misunderstandings need to be removed.

6. While only 9 per cent of the management representatives, were dissatisfied with union-management collaboration for PFWEWP in their establishments, as many as 29 per cent of the trade union representatives were dissatisfied with it. Such establishments, in particular, clearly need more programme promotion visits by project staff.

7. As the five-day workshops to train new worker motivators are mainly meant for the more recently contacted establishments and the three-day refresher workshops for the older ones, the situation that 60-63 per cent of the establishments were represented in at least one-five day workshop and 54-57 per cent in the three day refreshers seems to meet minimal needs; but enhancing communication for a wider impact will require more such workshops to train more Worker Motivators.

8. Quite disturbing is the fact that only about 44 per cent of the establishments reported holding any in-plant motivational meetings. This again suggests that at least 56 per cent of the establishments are in need of further visits by project staff and quite probably of further training for Worker Motivators.

9. While about 71 per cent of the establishments reported the use of family welfare and planning lectures (which seems to contradict the figure for motivational meetings, as they constitute a part of such meetings), the use of posters and other IEC materials appears disturbingly low, as only 40 to 49 per cent of the establishments reported this.

10. Similarly, while as many as 91 per cent of the establishments expressed satisfaction with the provision of lectures, only 47 per cent of them were satisfied with the provision of IEC materials.

11. No more than 40 per cent of the establishments expressed satisfaction with arrangements for FP advice and services, although 23 per cent of the establishments reported the presence of in-plant clinics and 34 per cent fair price shops or utility stores that provided FP facilities; so that there is a great need for appropriate steps to remedy this situation.

12. Yet, a majority of the establishments (54 per cent) still indicated that activities for family welfare education inside them were adequate to very adequate.

13. Although management encouragement for the establishment of Labour-Management Committees (LMCs) is claimed by 97 per cent of the management representatives and

admitted by 74 per cent of the trade union representatives, as many as 34 per cent of the two combined indicate that the LMCs in their establishments are not active. While this situation needs to be remedied if PFWEWP is to be properly carried out in the concerned establishment, solace might be drawn from the fact that 64 per cent of the establishments report that they have MLCs which are somewhat to very active. But project data indicate that there appears to be a considerable exaggeration of the actual situation.

14. Most of the management (94 per cent) and trade union representatives (80 per cent) indicated management support for the activities of Workers Motivators; but time provided by management for motivational meetings was regarded as inadequate by 46 per cent of the trade union representatives, and 57 per cent of both representatives agreed that motivational meetings held were not sufficient to adequately promote family planning.

15. That all but 3 per cent of the establishments, according to trade union representatives, and 17 per cent, according to management representatives, have no active Worker Motivator confirms that at least basic minimal training needs are being met, if the exceptions are regarded as transitional. Furthermore, no less than about 64 per cent of the establishments report 3 or more Worker Motivators, the number probably increasing with the size of the establishment.

16. Suggestions for improvements concentrated on arrangements for more frequent as well as better organized and attended motivational meetings (41 per cent of the establishments), followed by more IEC and contraceptive supplies (14 per cent) and arrangements for in-plant FP facilities (9 per cent). Other suggestions, including cash incentives for workers maintaining a small family, were made by no more than 3 to 9 per cent of either representatives.

(b) Evaluation of the Impact of PFWEWP in Terms of Differentials Between Target and Control Groups

Actual Fertility levels

17. Although the average parity rates, for both children ever born and living, are higher in the target than the control group on account of its higher age average, in the age levels up to 34 years, the target group has a lower parity rate, with 2.9 ever born and 2.5 living children at the age level of 30-34 years, in comparison with the control groups' corresponding figures of 3.4 ever born and 3.0 living children. Whether such an achieved reduction in parity rates will, in future, also lead to lower total fertility of course remains to be seen.

18. However, such an opportunity to limit the parity rate to 3 children in establishments influenced by PFWEWP, in line with the age differential between spouses, exists for the spouse of a worker, on average, only upto the age of 29 years, as against 34 years for the worker.

19. Interestingly enough, parity rates by educational levels are consistently lower in the lower age group of the target than in the control group. This, taken together with three-way correlation results, suggests that the target's lower levels of parity by five-year age groups of 20 to 44 years are partly due to the fact that they have higher average level of education.

20. Given the fact that the target group also has a higher income average, it is encouraging to find that at the two higher income levels of Rs. 2,000 to 3,999, the target ever born parity rate is significantly lower at 4.5-4.9 children as against 5.2-7.0 children in the control group.

Ideal and Desired Fertility Levels

21. In regard to the ideal number of children, while averages for the two groups, at a high level of 3.7 each, show no variation, 45.1 per cent of the target, as against 41.4 per cent of the control group, indicated an ideal of no more than three children.

22. For personally desired children, as against a theoretical ideal, both groups showed an even higher average level of 5.1 to 5.2 children. Here, although at an existing parity level of 2-3 children, the number of children desired stood at 3.9 children for the target and 3.9-4.2 children for the control group, there was no substantial variation between the two groups at any existing parity level. This is one of the most disappointing findings for PFWEWP, since it suggests that even the only slightly encouraging differential in regard to ideal number of children is somewhat spurious, and that, consequently, hardly any progress has been made towards establishing a small family norm of no more than three children. Furthermore this, in turn, does not augur well for the hope that workers in the target group now aged no more than 34 years, and, on average, having no more than 2.5 living children, might, in future, maintain an average fertility level of around 3 children.

23. Again, even in terms of theoretical ideals, the son preference remains about as strong in the target as in the control group, with only 18.2 per cent in the first, as against 15.6 per cent in the latter, being satisfied with 1 son; whereas 59.0 per cent of the first, as against 56.1 per cent of the latter, wanted 2 sons, and 22.7 per cent of the first, as compared with 28.3 per cent of the latter, wanted 3 or more sons.

Knowledge About Family Planning

24. While the overall impact of PFWEWP on FP awareness seems to have been marginal, making a difference of no more than 3 percentage points, among those aged 15-24 years and 25-34 years, the target group awareness level was higher than that of the control group by 22.1 and 5.4 percentage points, respectively.

25. Somewhat similar differentials for other determinants are also to be noted only at their lower levels; for parity, at 5.9 percentage points for no children; for education, at 8.0 percentage points for Grades 1-7; and for personal income, at only 2.3

percentage points for less than Rs. 2,000. Taken together, (24) and (25) suggest that PFWEWP, in respect to promoting FP awareness, has made some contribution only with regard to the younger workers; those who, as yet, do not have any children; those who have had some schooling, but no more than completing Grade 7; and those who have an income of less than Rs. 2,000.

Ever and Current Use of Contraception

26. In terms of both ever and current use of contraception, PFWEWP seems to have had the most significant of its various impacts, with 43.8 and 32.1 per cent, respectively, for the target group, as against only 31.3 and 23.8 per cent for the control group, gaining 12.5 and 8.3 percentage points. But these sets of FP prevalence rates also indicate relatively less success with current use, which, accordingly, stresses the need for giving more attention to this.

27. In terms of determinants represented by age, parity, education, and income, unlike the situation with FP awareness, FP prevalence is higher at all their various levels, though considerably more so at some than other and particularly so: for the 25-29 years age level (17.2 and 11.8 percentage points); for the 3-child family (35.1 and 24.9 percentage points); and for Grades 1-7 (10.5 and 6.9 percentage points), followed by Grades 10-11 (12.8 and 4.7 percentage points).

28. However, in regard to methods used, the PFWEWP has had little impact in promoting the semi-permanent methods and only a very modest impact on promoting the permanent methods; so that the heaviest reliance is on the condom (in fact substantially increasing the comparative rate of its use), followed by other relatively prone to error methods. Thus there is a great need to make more efforts to change this pattern.

Sources of Contraceptive Advice and Services

29. For purposes of information and advice, in comparison with only 21.5 per cent of the control group, 33.7 per cent of the target group had made contact with some FP personnel.

30. Furthermore, as against 25.4 per cent of the control group, 36.2 per cent of the target group knew the location of at least one FP outlet.

31. In observing that, even so, nearly two-third of the workers in the target group had no FP contact, it is to be remembered that the reach of Worker Motivators is severely limited on account of their generally low ratio to the total worker population.

32. Overall, it is evident, from each type of available data, that there is a crucial need to improve the FP supply position for industrial workers, in or near their establishments, as well as in the Social Security outlets.

Workers' Perceptions of Certain FP Related Issues and Provision

33. Although 56.0 per cent of the target group, as against 43.5 per cent of the control group, had read or seen some FP related material, there is a consensus that more is needed, primarily in greater quantity rather than wider variety.

34. In view of earlier highly favourable views on lectures expressed by trade union representatives, the workers' almost total rejection of the lecture as a tool for promoting family planning suggests that this might as well mean that what they are, in fact, rejecting is the idea of being "lectured at" for this purpose.

35. Workers' opinions convincingly confirm the need for more and better arrangements for FP advice and services.

36. In regard to discussing family planning with friends outside their establishments and with fellow workers in them, 41.3 and 51.8 per cent, respectively, of the target group, as against only 28.0 and 34.9 per cent, respectively, of the control group, indicated that they had done so occasionally or often-so that they have thus been helping to promote a chain of communication links.

37. Given the limited scope of PFWEWP, there appears to be a surprisingly high awareness of it among average workers, at 51.6 per cent of the target group, which, in fact may well be an exaggeration of the actual situation; but given this, the worker's assessment of its being beneficial for him personally was disappointingly limited to only 27.8 per cent of the target group - so much so that one may well wonder whether he really understood what he was being asked to assess.

11.2 Recommendations

The preceding evaluative analysis has shown that the PFWEW Project has had an encouraging impact in terms of a wide range of indicators, producing substantially higher levels of ever and current use of contraception, backed up by significantly lower levels of parity for the 30-34 years old age group. It has, however, also indicated some shortcomings and drawbacks - in part, necessarily because of its restricted inputs and consequently limited scope.

Results achieved indicate that it has not been possible to make much progress in the direction of promoting a small family norm of two to three children and popularizing the more reliable, semi-permanent methods of contraception. There has been some impact in terms of increasing the percentage of workers considering three or fewer children to be ideal (45.1 per cent in target to 41.4 per cent in control); but the number of children actually desired, even among those who as yet have no more than 3 children, remains high, at 3.9 to 4.2 children, as compared with 3.9 to 4.7 among the control group.

In regard to contraceptive practice, the impact on ever use has been noticeably higher than on current use, suggesting that it is adopted more for spacing than limiting the size of the family. Furthermore, while a slight impact has been

achieved in enhancing the use of both injections and contraceptive surgery in terms of ever use, for current use this is noticeable only with regard to the permanent methods. Overall, current use of semi-permanent and permanent methods is limited to 10.4 per cent of the target group, as against 9.5 per cent of the control group, and 8.9 per cent in major urban areas generally.

These shortcomings seem, at least to some extent, to be associated with the following interconnected drawbacks that appear to emerge from the responses and opinions of workers in general, as well as representatives of managements and trade unions:

(i) inadequacies in arrangements for FP advice and services, in particular for the clinical services required for the adoption of semi-permanent methods;

(ii) lack of Labour-Management Committees in a substantial establishments and inactivity of existing ones in some others;

(iii) occasional insufficient support primarily from management, but, in certain cases, also from trade unions;

(iv) shortage of active Worker Motivators, particularly in the large establishments;

(v) too few or poorly organized in-plant motivational meetings in several industrial establishments;

(vi) insufficiently spread out visits by Project staff to promote in-plant activities, resulting in quite a number being comparatively neglected;

(vii) Insufficient dissemination of relevant IEC materials in industrial establishments, mainly in terms of a quantity sufficient to reach all those who could benefit from them.

In view of both achievements and shortcomings, it is strongly recommended that population and family welfare education for workers not only be continued, but also expanded, as well as strengthened in the following directions:

(a) Arrangements for FP advice and services should be improved through continuing endeavours:

1. to incorporate them in existing health services of establishments that do not as yet include any, and make them comprehensive where they are now provided only partially;
2. to initiate some distribution system of non-clinical contraceptives wherever even this does not exist;
3. to improve collaboration between Worker Motivators and Family Welfare Centres;
4 to get all Social Security outlets to fulfil the theoretically agreed provision of full FP facilities, particularly since, at present, workers appear to be obtaining hardly any FP services from them.

(b) Even more attention than that is now given should be devoted to motivating workers who still have no more than three children:

1. not to have more than three children; and

2. to use semi-permanent or permanent methods, according to circumstances, in view of the fact that, in practice, they give better protection against the birth of unwanted children.

(c) Greater effort should be concentrated on energizing existing Labour Management Committees and promoting their establishment where they do not as yet exist.

(d) To ensure this and obtain the full support of top management for population and family welfare education among workers. Further steps should be undertaken, with the collaboration of appropriate employers' agencies - such as the Chambers of Commerce, as well as the already cooperating Employers Federation of Pakistan and the Pakistan Institute of Personnel Administration - to make reluctant managements actively realize the advantages this holds forth for them.

(e) Similarly, reluctant trade unions need to be made more aware of the benefits of PFWE for workers and, therefore, of their own responsibility for and advantage in giving their full support for it, through intensified collaboration between PFWEW and trade union federations and confederations, including various other as well as the All Pakistan Federation of Trade Unions and the Pakistan National Federation of Trade Unions, which are already extending their cooperation in this direction.

(f) As more success with (d) and (e) is achieved, special endeavours also need to be directed towards improving collaboration between management and trade union wherever it is lacking or weak for one reason or another.

(g) More orientation seminars to help meet the objectives of (d) to (f) should be devised and organized where appropriate along new lines; and more training workshops for both new and old Worker Motivators should be held - in the latter case, particularly in the form of an exchange of ideas and experiences with difficulties and problems, at various points and levels, and of subsequent exercise on this in group sessions.

(h) In both orientation seminars and training workshops, the importance of in-plant motivational meetings, supplemented by interpersonal communication, should be further stressed. Methods of organizing these should be adequately elaborated, and then practised in group exercises, so that they might become a regular feature of in-plant activities of all collaborating establishments.

(i) Project staff should balance their visits in such a way that, while they do, to some extent, concentrate on the large and more active establishments in order to sustain and enhance activities within them, they do not do so at the cost of neglecting others in particular those that are having difficulties in carrying on PFWEW. For this purpose, in addition to better planning of visits,

some strengthening of staff inputs may well also be required.

(j) Finally, while the need for a continuing review of existing IEC materials, to make improvements and meet newly observed requirements, is always there, even more important is the wider dissemination of existing good materials, for which a much larger quantity than at present available will have to be produced or obtained from appropriate sources (in which, again, it should be remembered that, with severely limited resources, it is better to sacrifice quality of paper and printing for quantity, rather than the other way round which, at present, is all too often the case). However, the current appropriate distinction between requirements of Worker Motivators and other special targets, on the one hand, and the average worker, on the other, should be maintained.

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SHORT TERM OBJECTIVES

Initiate methodological research insights in demographic impact of development variables and components of population welfare concepts.

Establish a population growth survey system.

Organise and promote regular intercommunication between Pakistani and international experts.

Serve as repository of demographic data and oversee sectoral, regional and national data base.

Design demographic models to facilitate systematic review and research of population factors in social and economic policies.

Help evolve comprehensive population policies and measures.

Promote an understanding of interaction between population and planning sectors.

Harmonise decision making and research in population through effective utilisation of findings.

Impart training to NIPS staff and that of sister organisation in research methodology and relevant existing data.

Assess results of innovative approaches to population and development planning and carry out improvement of vital statistics.

Assess results of innovative approaches to population and development planning and carry out improvement in the system of vital statistics collection.

Prepare an annual report on the state of the population in Pakistan.

Assist Population Welfare Division in the identification and formulation of strategies and monitoring of defined objectives and evaluation of the population welfare programme.

LONG TERM OBJECTIVES

Organise and promote research, survey, seminars, conferences, experiments and demonstrations in the spheres of population. Social development, and general demography to stimulate and strengthen efforts in socio-economic and demographic development.

Contribute to the development of manpower and institution building by facilitating training in population and development planning, demographic analysis and evaluating research techniques.

Assist and advise both governmental and non-governmental organisations on modern research techniques and methodologies, population and development inter-relationships, impact of population programme and demographic trends and patterns.

Bring out a journal and prepare research papers, studies, policy analysis and other works and operate as a central clearing house in the field of population.