**Conducive Environment Provided to the Married Working Women by Their Families and Society in Pakistan**

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**Abstract**

**Work for woman is an opportunity to reveal her capabilities which Allah has bestowed her. However, this is the requirement of the current era; women are working equally with men to run the family now. Married working women have to maintain equilibrium as well as stability between their homes and career. Undoubtedly, employed women are economically independent, support their families and fetch a positive modification in social status but in spite of all, they are not being facilitated by their families and society. The duties performed by the professional married women are not simple to handle, as to accomplish both professional and domestic responsibilities simultaneously, is a complex job and burden on their shoulders. The whole personality of a woman can be affected if she is not facilitated by her family. Still, in our country, most of the people do not like women going outside their homes. Their less accommodating approach, dearth of encouragement and biased attitude towards women, are creating great hurdles.**

**This study revolved around psycho-social condition of the professional married women, attitude of family members, conveniences provided to them, their decision making power, intensity of responsibilities, office environment, etc. The primary objective of the research was to see and evaluate those fundamentals which were not obliging married working women and to analyze the overall conducive environment presented to them by their families and society. The data was collected from four different fields as Medical, Educational Institutions, Banks and Business owners.**

**The study revealed that majority of the respondents had to perform duel responsibilities; they not only did their jobs but also did household chores, pampered their kids and looked after their husbands, etc. Majority described the reasons of not having conducive environment as male dominant society, illiteracy, gender discrimination, conservative approach of the people and lack of awareness, etc.**

**Introduction**

**In Pakistan, women have always experienced disadvantages as compare to men of the similar class. Social as well as cultural factors have historically kept several women from inflowing the job market. But with the current modifications in society caused by augmented financial pressures, extension of educational facilities as well as augmented access to learning, more and more women are incoming to the job market. To accomplish basic needs of daily life, women belonging to middle class families are working in different government and non-government organizations. Our society chauvinism against women continues from her childhood. In most of the families, girls were feed after male. Because of necessities of their jobs, they spend most of day time outside their homes. They face several issues during this time such as prejudice as well as specifically non-recognition of their assistance even from their families. This kind of action may suffer their position as well as their skills. The current research, thus, the researcher organized to examine various issues that working women face in our society. Working women are facing many issues in Pakistan which are not facing by working women in developed countries. Most of the men do not share household chores in Pakistan. This is the chief duty of women to make food, look after their children as well as family, dirt free the house and other routine work. Thus, main burden comes on shoulders of women.**

**Literature Review**

**Jahan (1975) claimed that women are un-organized as well as non-visible; they cannot articulate their issues so that they become unsuccessful to draw the concentration of researchers. But now circumstances are modified steadily. The contribution of women in labour market is steadily enlarged during the mid 1980s (Mahtab, 2007).**

**Ralstone (1990) claimed that working women with hard duty schedules faced more domestic issues than working women with bendable duty schedules. Expanded working hours escort to family conflicts. (Piotrkowski, 1987)**

**Working women face several issues. The chief issue comes from their family as well as relatives. Women require having consent of their male family members to go out and job. Even women do not have more choices to search job as compare to men. They treated like “women” during the work or place of work. Their male colleagues do not prop up them; they believe that they have not sufficient skills to do work. Their colleagues as well as subordinates consider that they have not decision making power and cannot formulate policies. They cannot live late hours or off days so they consider in poor condition. Besides these some other issues, separate bathroom, place for offering prayer as well as dearth of transportation they face, make their jobs harder (Islam,1997).**

**The mainstream of Pakistani women associates to the rural areas who work in the fields in the manufacturing centers. This is a poor as well as nearly uniformed bulk which tends a life of physical hardship including long hours at tedious errands for that there is neither compensation nor appreciation. Majority of these women tolerate the twofold burden of domestic as well as outside work. (Ferdoos, 2005). Not only do these women have longer days than the rest of the family but also being the very last to eat, they eat less well as well as suffer from anemia and malnutrition. (Mumtaz, 1994). In rural areas, majority of women are mostly working in the fields and they desire to modify their work due to much burden of work with fewer earnings but they have no other option because of illiteracy. (Ferdoos, 2005)**

**Parveen (1984) after studying the “Problems of Working Women in Faisalabad City” examined that the working women were generally displeased with their professions as well as their conditions of work. They were discontented due to the dearth of working facilities unfavorable approach of the members of the society. Chief issues faced by working women were observed as conveyance, family, official, accommodation, social as well as health issues. Khalid (1990) studies about “The Problems of Working Women” and observed that the status of women as second-class citizens was reinforced through the narrow vocational opportunities presented to them. Furthermore, various issues like behavior of society members prejudices and unrecognizing that the working women encountered with regard to their status as well as role in the financial life harmfully exaggerated the use of their talent as well as work capabilities.**

**Objectives**

**The following objectives were the part of this study as:**

* **To prepare socio-economic and psychological profile of married working women.**
* **To explore the reasons of doing job as well as level of satisfaction as working women.**
* **To enquire the perception regarding people’s behavior towards them.**
* **To examine the right of decision making on family issues provided to them by their family.**
* **To study the status provided to the married working women at their homes by in-laws and overall view of the society.**

**Significance**

**Pakistan is a developing country and almost 50 percent of its population is comprised of women. The contribution of women in each field is very important for progress of any country. Because half of the population of Pakistan is embedded on women, thus women contribution in financial growth is important for Pakistan to progress leaps and bounds. Though the environment which is provided by the families as well as societies to the married working women, is not as much encouraging in our country. Unluckily, in some areas, women are treated ineffectually, about, in each matter. And married working women have non-cooperative behavior by their husbands, families as well as societies. In Pakistan, while the situation is acceptable, but still most of the husbands are not in favor of jobs, so far their wives are concerned. Because of such behaviors, overall families do not facilitate the working women to great extent. Conducive environment by family is the pre-requisite for any working woman to accomplish both the household and professional liabilities. The encouragements, level of contentment as well as division of responsibilities are the vital component required by the working women and absence of such elements result in various issues faced by these women. The current study aimed at highlighting the issues and life of married working women and the environment provided to them by their family and society. This research will also assist the government and policy makers to make the daily lives of working women more ease by arranging facilities for them.**

**Methodology**

**Universe of the present study comprised of 40 married women working in hospitals, banks, educational institutions and those who were running their own business. The other sources for data collection were books, journals, articles, thesis and official documents. In this research, quantitative method was used. Survey method was involved. The researcher selected Interview Schedule as tool for data collection and the sampling technique was snow ball random sampling in which the researcher utilized references for data collection.**

**Results/Conclusion**

**In this study, the researcher examined the condition of married working women by utilizing different indicators. Going through the whole study, the researcher found out following points:**

**Majority 80% of the respondents were masters degree holder, talking about the duration of marriage 48% were in between the year of 5-10. 58% respondents had been doing job before marriage, 65% desired to do job before marriage as a personal interest and 70% respondents had been doing job in between the year of 5-10. About 70% respondents working hours were from 9am to 5pm. Majority 60% were living in nuclear family on the other hand 40% were in joint family. 60% respondents had their own transport facility and the rest were using public transport. Most of the respondents i.e. 80% continued their household chores after coming back to home, majority 89% were cooking at home, 68% were not only cooking before going to job but also after coming back from the office as well. 76% respondents had maid for cleaning and washing, the vast majority 88% were fully responsible on teaching their kids whereas very few had tutor facility. 82% described as they and their husbands both took decision about their kids’ studies. Majority 52% respondents were attending their kids School functions frequently, 97% responded their view about offspring matters is significant or regarded to great extent, 65% respondents mentioned their parents took care of their kids in their absence, 40% were spending less than half income on themselves, 60% mentioned as they contributed in family expenses as per the necessities. 52% respondents did not pressurize by their husbands whereas 48% were pressurized to spend their income on household expenditures. Majority 75% identified that their husbands did mind when they went out with their colleagues. 34% respondents mentioned that their husbands liked to mingle up with their colleagues, 42% to some extents and 24% frequently permitted to go out city alone if professionally mandatory. Most of the respondents 70% reported that their husbands were the source of taking care of family matters in their absence. Majority 60% were assisted rarely, 18% frequently and 22% occasionally by their husbands in household chores. Majority 76% described as their husbands never assisted them in office work. 45% respondents were satisfied with their jobs to some extent. Majority 56% were to some extent satisfied with the environment given to them by their office. 84% spent time with family after working hours. Because of work pressure, a vast majority i.e. 82% reported that they rarely sustained their hobbies after marriage. 52% respondents’ colleagues’ attitude was highly favorable towards them in office. Discussing about doing job after marriage, the overwhelming majority 52% suggested that women should do job after wedding and the rest 48% were not in favor of doing job due to unfavourable environment. Concerning the reasons of not being provided conducive environment to married working women, 32% of the respondents exposed male dominant society, 18% revealed illiteracy, 20% replied gender discrimination while 15% identified lack of awareness and the same percentage reported conservative approach of the people.**

**Recommendations**

**In the light of the findings of present research, the researcher suggested following recommendations:**

* **Government should make policy that all the governmental and non-governmental organizations have relaxation in casual and annual leaves, flexible working hours and some other fringe benefits to married working women.**
* **Day Care Centers should be established in the organizations. The standard of services should cover the requirements of kids as well as satisfy the working mothers.**
* **Complete package of medical services should be set by the organizations for whole family of working women.**
* **Pick and drop service should be provided by the organizations. On the other hand, the government should organize separate transport facility for female.**
* **Clubs, health centers, libraries, gyms, skill growth programmes as well as other constructive recreational facilities should be given by every society on affordable prices to reduce mental stress and burden due to duel tasks.**
* **Awareness raising programmes should be arranged through electronic as well as print media regarding the problems of married working women, center of attention should be the accommodating role of community specifically among family members to ease the working women by distributing their responsibilities.**

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