

## Problems of Employed Women at Faisalabad–Pakistan

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### ABSTRACT

Sex status is one of the basic causes of such differences in roles to be performed by males and females separately. Pakistani society is also following this universal pattern of differentiated sex-roles and status. The underlying concept of this is the superiority of men as compared to women. This study focused on problems faced by employed women within the current socio-economic conditions in the urban area of Faisalabad District. The selected sample of employed women consists on 70 doctors, 50 bankers and 30 teachers. For the present study a well-designed interviewing schedule was developed after consideration of the basic variables included the research. The collected data was analyzed and the result regarding their income, problems (family, official), satisfaction were tabulated and interpreted on the basis of facts and figures. It is suggested that media can play a vital role to resolve the problems of employed women.

**Key Words:** Employed women; Family Problems; Income utilization; Job satisfaction

### INTRODUCTION

Men and women are pillars of society, without their equal participation in all spheres of life no society can progress properly. As far as the capabilities of women are concerned, they are no less than men. From the stone age women have been equally participating in socio-economic life with men but women labor forces participation has not given the same consideration as men work receive. The status of women as second-class citizen is reinforced by the narrow vocational opportunities available to them. Their contribution remains invisible as most of them have to work in the unorganized and informal sector which encompasses all kind of work, such as casual frame work, labor in family enterprises and private crafts, private schools or installed labor in houses. Moreover a large invisible female labor force cannot be properly utilized in the best interests of the country.

There were some forces, religious taboos and social customs that prevent the free flow of women labour to seek employment in large numbers. These restrictions are now weakening day by day and the general attitude is becoming more and more helpful (Gupta, 1960).

Women's labour force participation is not given the same consideration as that men's receives. Despite the economic necessity impelling many women into the labour force, their work was often considered secondary and frivolous. Women faced discrimination in pay, fringe benefits, and opportunities for advancement and access to interesting jobs. Additionally, women were still expected to perform the majority of household and child securing task, regardless of their work status. The result is that women's work is really never done (Feinstein, 1979).

Women in Pakistan were looked up only as the housewives who looked after their husbands and raised their

children. All through the centuries, the women had not been allowed to play her role as an active and equal member of the society. She was as good a human being as the man and had the same sensitivities and capabilities. She could be as productive an agent of the society as man could be (Abidi, 1976).

Traditional thinking and beliefs are against the employed women that she never be a good housewife and neglected her children but on the basis his research it is concluded that employment of women had positive effect on the socio-economic status of the family (Azhar, 1978).

A very few number of females are facing the husband's opposition towards their jobs. Reasons for those who do have the community and familial censure leading to male ego-problems neglect of children, housework and female ill health. Relatives (in-laws) criticize there paid employment because they are afraid of their morals will become loose; they become too independent and forget their actual status (Hafeez, 1983).

Status of women as second-class citizen was reinforced by the narrow vocational opportunities available to them. They were discouraged from competing with men by their upbringing and the overt discrimination they had to confront within the job market. Moreover different problems such as attitude of the society members, prejudice and unrecognizing which the working women encountered with regard to their status and role in the economic life adversely affected the utilization of their talent and working capabilities (Khalid, 1990).

In this age of inflation and rising prices, resulting economic tension, the Pakistan middle class working women feel, it is incumbent upon them to contribute to their family well beings, relieving anxiety in the hand to mouth existences. She is fighting the tough battle of her life for providing the prosperous and comfortable life to her family.

She has to maintain the equilibrium and balance between her home and career. No doubt employed women are financially independent, support their families and bring a positive change in the social status, but they are still snubbed by different ways. Different problems such as attitude of the society members, prejudices and unrecognition that the employed women encounter with regard to their status and role in the economic life, adversely affect the utilization of their talents and work capabilities. These problems may reduce the efficiency of the employed women and act as hindrance for entering the females in different jobs. But in spite of all obstacle women have to work. There are some considerable causes, which force them to work, which are poverty, desirability of high status and in certain cases widowhood. Women share in the construction for social and economic structure, so their problems need sympathetic consideration for solution. The present study, there, is designed to investigate the different problems faced by the working in urban areas.

This study was designed keeping in view the following objectives.

1. To find out the problems, that employed women have to face.
2. To find out the attitudes of their family members towards the employed women.
3. To assess the extent to which employed women contribute to family income.
4. To measure the extent of satisfaction which occurs to employed women from their jobs.

## METHODOLOGY

This study aims to study the problems of employed women in Faisalabad city. For conducting this study various techniques and procedures were applied for the collection, analysis and interpretation of the data. The universe of this present study consists on the employed women in urban area of Faisalabad city. And the sample of 150 respondents selected through purposive sampling techniques. So out of 150 respondents 70 were doctors, 50 bankers and 30 were teachers. A semi-structured questionnaire was constructed which was pretested before launching and data were collected through personal interviews. The collected data was analyzed and the results were tabulated and interpreted.

## RESULTS AND DISCUSSION

This study was intended to find out the problems of the employed women in the urban area of Faisalabad. Data in Table I show that overall 60.8% of the respondents have problems in managing house and children. While 24% are having difficulty in attending family functions and 14.8% respondents faced conflict with their husband and in-laws due to their jobs. Table II indicates that 34% of the respondents are facing conveyance problem and 41.4%

**Table I. Distribution of married respondents regarding their family problems**

| Home problems                            | Frequency | Percentage |
|--|-----------|------------|
| Difficulty in managing house & children  | 45        | 60.8       |
| Difficulty in attending Family functions | 18        | 24.4       |
| Conflict with husband                    | 11        | 14.8       |
| Total                                    | 74        | 100.0      |

**Table II. Distribution of the respondents regarding their problems at their work place**

| Problems at work place          | Frequency | Percentage |
|---------------------------------|-----------|------------|
| Conveyance problem              | 51        | 34.0       |
| Undesirable working conditions  | 62        | 41.4       |
| Insufficient pay and allowances | 26        | 17.3       |
| Others                          | 11        | 7.3        |
| Total                           | 150       | 100.0      |

**Table III. Percent distribution of the respondents regarding attitude of parents and in-laws towards their services**

| Attitude     | Parents |     | In-Laws |       |
|--------------|---------|-----|---------|-------|
|              | F       | P   | F       | P     |
| Favorable    | 137     | 91  | 87      | 58    |
| Unfavorable  | 8       | 6   | 43      | 28.6  |
| Indifference | 5       | 3   | 20      | 13.4  |
| Total        | 150     | 100 | 100     | 100.0 |

**Table IV. Distribution of the respondents according to their utilization of monthly income**

| Use of salary     | Frequency | Percentage |
|-------------------|-----------|------------|
| Parents' support  | 45        | 30.0       |
| In-laws' support  | 28        | 18.6       |
| Personal expenses | 57        | 38.0       |
| Savings           | 20        | 13.4       |
| Total             | 150       | 100.0      |

**Table V. Percent distribution of the respondents' opinion regarding the job satisfaction**

| Categories | Frequency | Percentage |
|------------|-----------|------------|
| Yes        | 123       | 82.0       |
| No         | 27        | 18.0       |
| Total      | 150       | 100.0      |

though that their working conditions are not desirable. And 17.3% viewed that their pay an allowances are insufficient. Table III shows that 91% of the respondents' perception about their parents that they had favours regarding their jobs but 58% married respondents indicate that their in-laws had favourable attitude towards their services; 6% of the respondents said their parents had not favourable attitude and 28.6% married respondents perception was that their in-laws never had a favourable attitude towards their jobs. While 3% about their parents and 13.4% regarding their in-laws showed the indifference attitude.

Table IV shows that 38% of the total respondents were getting employed to fulfill their personal requirements. And 30% were supporting their parents while 18.6% were supporting their in-laws. Remaining 13.4% were saving their monthly income.

Table V indicates that 82.0% of the respondents were satisfied from their jobs and 18% of the respondents were not satisfied with the job.

## CONCLUSIONS

All the conclusions are based on the facts and findings and drawn on the basis of characteristics and attitude of the respondents. It is concluded that most of the employed women have mainly economic consideration in view while joining their services. They joined their services to shoulder the economic responsibility of the family for raising their living standard. The married employed women were blamed that their house and children are neglecting by them due to their jobs. The majority of the married respondents are facing conflict with their husband and in-laws on the difficulty of managing house and children, difficulty in attending family functions. But in spite of all these problems their in-laws are in favour of their jobs because their earning is maintaining their expenses. And the general problems of the employed women were un-availability of conveyance, undesirable working conditions, insufficient pay and allowances.

Doing job by a woman is considered as a matter of indignity in our society. They are also facing other problems by the society members, i.e., prejudices and un-recognition

that the employed women encounter with regard to their status and role in the economic life. In spite of those problems that they are facing, majority were fully satisfied with their jobs, and most of them were contributing their salaries to their families expenses.

## SUGGESTIONS

- The negative attitudes of the society members can be changed through awareness raising programs of media.
- Special buses and transport can be provided to the employed women.
- Working conditions should be improved to some extent up to the desires of women.
- Additional allowances should be provided them for enhancing their interest in their jobs.

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