

The Problems and Challenges Faced by Working Women at The Secondary Schools Level in Balochistan-Pakistan:

By

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Abstract:

As this is obligatory for the development of any country that man and woman should participate equally in all the spheres of social life. Man, and women are blessed with the same capabilities meanwhile women are contributing in every field of social life; they are working as a doctor, lawyer, teacher, engineer, piolet and many other fields, but society is unable to give equal status to women. This research study emphasizes the problems of working women at secondary school level Balochistan-Pakistan. Working women confront with many disadvantages and social issues for being female in human society. Further, religious, social and cultural factors are the obstacles in the social development of woman. Misconception and misinterpretation of religious explanations regarding women reasoned the unnecessary restrictions and hindrances in human society. Besides this, the people of Balochistan strongly believe that woman should not work with a male so that they should stay within the four walls of their respective home. The research study aims to discover the problems and challenges faced by working women.

Keywords: Working women, Discriminations, Cultural barriers, Psychological problem, Balochistan

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Introduction:

Women are always a victim of discrimination, exploitation, mental and physical torture. There are many problems and challenges faced by working women both at the workplace and home. Women are still known as the inferior gender in human society (Afshar, 1985). Women are not considered equal to men in social status. Thus, this has created different forms of gender biases and gender discrimination in civil society (Tomlinson, 2013). Women are still facing innumerable problems and challenges in their professional career even after their significant contributions, and they are still at low ranks. Women are even facing problems, not because of only their levels, but also because of their gender, due to their marital status and designation. Problems found on their gender comprised as bias regarding their gender, harassment and gender differences in their experiences (Shyamalie & Saini, 2011). These problems encountered on women designation are harsh behavior of the seniors and objectification of women bodies. Most of the issues related to married women are no daycare facilities and maternity leave. In Islam, women are as important as men, but in Pakistan; women always suffer from being women (Akhtar, 1992). Pakistan is the least gender sensitive region in the world where man is always considered superior to woman. Women are not only victims of gender discrimination, but also victims of many useless traditions and laws such as Qasas, marriage to Qur'an, Karo Kari and many more. Due to the misconception of Islam, it is believed that women should stay within four walls of their homes. These misconceptions still exist in our society. Therefore, working women face many challenges. Pakistani women had been homemakers such tradition that makes the social life of working women so stressful (Sadruddin, 2013).

Modern education and awareness regarding their rights have stimulated them to work outside and spend their lives independently. The woman is playing a vital role in the development of society. Educated women are aware of their rights and can better face the challenges of the workplace (Gaetano & Jacka 2013). They are bold enough to meet the challenges with or without the encouragement of their families. Women are gifted with double abilities by Allah. They carry out the responsibilities of their families and can smoothly handle workplace duties. 'Working-women stand for women who are into paid professions in society. Women are working as, teachers, secretaries, doctors, lawyers' nurses, and so on. Today, no society compares between women and men. Human society cannot move forward without the participation of women.

Now, Pakistani women are becoming more career-oriented day by day. In Pakistan, women face problems in every working field. Due to the

male-dominated societies. They are considered weak because of their creative ideas and decision-making are not valued. Working women are seen negatively by human society. Working women do not get the deserved respect. All problems are based on man-made traditions in a civil society. At the present time, due to rising prices and inflation, resulting in poverty pressure, Pakistani women feel that their participation in the house budget that has become necessary. For facilitating the social lives of their families; they are facing many problems and challenges (Nasreen, 1991). Maintenance of stability and balance between their career and home is difficult for them. Pakistani women are known as the housewives who only carry the responsibilities of their families and children. Men and Women have the same good emotions, morale, and abilities. Physically and psychologically, women are doing extra work, but such the work for the family is not valued more. Working outside is considered an abnormal part of society (Puspadjuita, 2018). Women in Pakistan are aware of their rights and demands despite all restrictions; they are serving their countries and families. The several types of problems are faced by women who are working in different education sectors, including cultural, social, domestic, problems, and even they are unable to look after their children. The research revisions are concerned as no importance that is given to the problems of working women in Pakistan. There is no research found on the difficulties and challenges faced by working women in different education sectors of Balochistan.

In the past epoch, women were not considered eligible to work outside. Thus, the attitude of people as kept working women backwards that they are unfit for jobs. Gender bias creates prejudice of unsatisfactory that pays for the same profession. After 70 years of independence; equality has not been achieved. Women think that they can do better than their male colleague in this competitive time. However, Pakistani women are still facing blatant bias at their workplaces (Shamroza, 1993). There are many problems faced by working women, but the major problem is looking after their families. Women are sometimes depressed with upgrades and growth opportunities in Pakistan at workplaces. But this cannot be applied to all working women. In Balochistan, there are some men-made boundaries for women that they cannot work outside, but women are breaking such the barriers and playing the crucial dual role in society.

Literature Review:

As a team, men and women are an equal partner for their homes and families. Women's rights are equally respected. If rights and obligations are the same One gender cannot be compared superior or inferior to another,

the husband cannot invade the rights of the wife. Qaisrani *et al.* (2016) explored his research on working women living in hostels in Faisalabad and explained their problems and challenges. The scheduled interview method was used for gathering the data, and the researcher came to know that working women face health complications in their family members, particularly in their children health is affected. Their children suffered because working- women were unable to spare sufficient time.

Faridi and Rashid (2014) explained the many causes that stimulated women to work in Pakistani society. Dual regression models as they used, a Probit model and multinomial logit model and found that working women are moving society towards success in many fields. They are a useful member of society because the education level is increasing and they are rising women education level in society. Maqsood *et al.* (2005) examined in District Faisalabad the socio-economic problems faced by working women. The well-designed interview was scheduled for collecting the data. They found that most of the employed women are working on improving the living standard of social lives. Nawaz *et al.* (2013), worked on the working women's participation in the informal sector in the household budget. Their study specifies that women's economic empowerment education, leadership have a good influence on their involvement in the household budget. They are playing a vital role in extended family's poverty and affecting good on their role in the household budget. Women are contributing more in the household budget, who is married and living in nuclear families. Women are unorganized and non-visible. Faridi and Rashid (2014) argued that they could not explain their problems, and then they are unable to draw the consideration of researchers. During the mid of the 1980s, it is gradually increased that women are participating in the labor market. Relatives and family create problems for working women (Tomlinson, 2013). Women cannot go outside for a job without the permission of men. As compared to men; even women don't have more choices to find the posts. They are treated as "Women" During the work or workplace. Male colleagues do not support them; they think that they have no professional skills for employment. Their colleague feels that they cannot make policies and do not have decision power. They are considered unfit for a job because they cannot stay in off days or late hours.

In the last few decades; women are still facing discrimination and gender bias. It rises that large numbers of women are auspicious in politics, technologies and business but, there are many problems and challenges faced by working women at the workplace. Further, women face sexual harassment, mental stress, security and safety issues etc. (Chakraborty, 2013). Working women are part of modern phenomenon where needs are

increasing day by day, and has become necessary for women to participate in household budget (Chakraborty, 2013). The world has become a global village where everyone wants to achieve a higher status this competition has motivated women to work outside, and get their rights but, it has developed many challenges for women to attain their aims. Similarly, this highlights the challenges faced by working women in the secondary education sector of Balochistan. The study of working women in secondary education is mostly ignored by sociologists and cultural anthropologists. Thus, it has received attention less than it deserved. A great deal of literature on the status of women in society appears to focus on the issues of gender discrimination rather than problems faced by working women. Nevertheless, one thing missing from these studies is an analysis of the policy and institutional environment in which women work in different walks of social lives.

The relevant literature on the problems faced by working women indicates that no serious work has been done on this proposed topic. Thus, this study is critical because it focuses on the problems faced by working women in Balochistan. This study not only contributes to the existing knowledge and our understanding of issues as faced by women but also develop innovative ideas that would assist policymakers in dealing with social problems, including gender discrimination. It also proposes solutions to the problems at the workplace and helps to create a safe and friendly environment in the public and private sectors.

Objectives of the Study:

The present study aims to investigate the challenges/ problems faced by working women at the secondary education level of Balochistan- Pakistan. Based on the aim and objectives, the following objectives as constructed:

1. To explore the attitude of male towards working women.
2. To investigate the ratio of psychological problems faced by working women.
3. To examine the cultural barriers faced by working women.

Research Methods:

This research is about the investigating the working women at the secondary level of education in Balochistan- Pakistan. For such the study, a few items were developed for investigation. The quantitative methods were employed to examine and analyze the problems of working women. Such an approach is reliable and valid for statistical analysis (Gilbert, 2001). Besides, a mostly researchers give preference to positivist approach and use survey questionnaires in the field of investigating the women problems (Soomro *et al.*, 2019; Mirjat *et al.*, 2019) have applied the same methods studies in the different contexts.

Data Collection and Respondents:

Questionnaire was developed by the help of relevant literature and used in collection of data. The questionnaires were distributed through a personal visit in Balochistan territories. The respondents were females of Balochistan and working for secondary schools. The respondents voluntarily participated in this study. The respondents were also given assurance for their responses while keeping privacy and confidentiality. The researchers employed the convenience sampling technique to trace out the respondents.

Data Analysis and Outcomes:

At the initial stage, the data were coded and entered into a spreadsheet of Statistical Package for Social Sciences (SPSS) version 26.0 for windows. The frequency method was applied for the analysis of data.

The results of the study showed that the majority of people of Balochistan are strongly agreed (n=102; 42.15%) and agreed (n=48; 19.83%) with the statement “*there is a positive attitude of male towards working women*” (Table 1). This evidence assures that there is a positive attitude of males towards working women. However, a minimal number of respondents showed a negative attitude or disagreement and neutrality (Table 1).

Table 1. There is a positive attitude of male towards working women

Choices	Frequency	Percent
Strongly agree	102	42.15
Agree	48	19.83
Neutral/ neither agree	16	6.61
Valid nor disagree		
Disagree	47	19.42
Strongly disagree	29	11.99
Total	242	100.0

The results of the study showed that the majority of people of Balochistan are strongly agreed (n=120; 49.59%) and agreed (n=62; 25.62%) with the statement that ***“due to gender discrimination women face many problems in their job promotion”*** (Table 2), this evidence assures that women face gender discrimination as the obstacles in their job promotion. Conversely, a minimal number of respondents showed their trend as disagreement and neutrality (Table 2).

Table 2. Due to gender discrimination women face many problems in their job promotion

Choices	Frequency	Percent
Strongly agree	120	49.59
Agree	62	25.62
Neutral/ neither agree	03	1.24
Valid nor disagree		
Disagree	32	13.22
Strongly disagree	25	10.33
Total	242	100.0

The results of the study showed that the majority of people of Balochistan are strongly agreed (n=99; 40.91%) and agreed (n=81; 33.48%) with the statement ***“working women suffer more with psychological problems”*** (Table 3). This evidence assures that working women suffer more with a psychological problem. In contrast, a minimal number of respondents showed their trends as disagreement and neutrality (Table 3).

Table 3. Working women suffer more with psychological problems.

Choices of the scale	Frequency	Percent
Strongly agree	99	40.91
Agree	81	33.48
Neutral/ neither agree	10	4.13
Valid nor disagree		
Disagree	32	13.22
Strongly disagree	20	8.26
Total	242	100.0

The results of the study showed the majority of people of Balochistan are strongly agreed (n=106; 83.80%) and agreed (n=56; 23.14%) with the statement that “*academic challenges are faced by working women*” (Table 4). This evidence assures that people believe that women face academic challenges. Likewise, a minimal number of respondents showed their trends as disagreement and neutrality (Table 4).

Table 4. Academic challenges are faced by working women

Choices of the scale	Frequency	Percent
Strongly agree	106	43.80
Agree	56	23.14
Neutral/ neither agree	02	00.83
Valid nor disagree		
Disagree	50	20.66
Strongly disagree	28	11.57
Total	242	100.0

The results of the study showed the majority of people of Balochistan are strongly agreed (n=130; 53.72%) and agreed (n=86; 35.54%) with the statement “*cultural barriers are faced by working women*” (Table 5). This evidence assures that many cultural barriers are faced by working women. Whereas a lower number of respondents was neither agreed or nor disagreed with the given statement (Table 5).

Table 5. Cultural barriers are faced by working women

Choices of the scale	Frequency	Percent
Strongly agree	130	53.72
Agree	86	35.54
Neutral/ neither agree	02	00.83
Valid nor disagree		
Disagree	16	6.61
Strongly disagree	08	3.30
Total	242	100.0

Conclusion:

The overall conclusion of the study witnessed that cultural barriers are the main obstacles that create challenges and problems for working women. Further, mindset attitudes of people need awareness to be changed and improved in this respect; if we change the mindset of people, the then society would be automatically adjusted. Hence, women participate in socio-economic conditions to get developed as they should be respected more and placed on high status in society. Safety and security for physical harassment should be managed in a working place in a proper way to protect working women from psychological problems. Economic developments bring peace and prosperity in a society which is only possible if male and female are equally treated and given rights and encouraged women to work outside like 67% of the population in Pakistan and spending rural base life which is consisted of rigid people and applying negative sanctions towards working women. In a sequel, women face academic challenges. Further, the government should facilitate working women in such matters to solve their problems of the social lives in Balouchistan- Pakistan.

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