

## **Problems of Formally Working Women in Quetta City:**

By

<sup>1</sup>Rida Fayyaz, <sup>2</sup>Muhammad Nasir

### **Abstract:**

*The current research has carried out to highlight the issues of working women of Quetta city in formal sectors. Total 100 samples of working women are selected from different formal sectors of government and private, where 40 school teachers, 20 doctors 20 nurses, 10 university lecturers and 10 college lecturers are selected by using stratified random sampling method. Descriptive analysis used for highlighting the problems and numerical method used to know the intensity of problems which faced by them. The results suggest that doctors and Nurses are facing unscheduled working hours and harassment and school teachers are under pressure by work load and on other hand foe our selected samples of working women the transport is also a major and common problem.*

**Keywords:** Working women, Public sector, Pakistan etc.

### **Introduction:**

Women are the most important part of any society because without women development is just a dream without effort; in every fields of life without women the struggle for development can't be succeeded. The importance of work by women can't be compared with their male partners because the economy of home or country requires a great deal of ladies to instigate into the work drive. The working women can play a key role to enhance the development of their family as well for their state and society.

As expressed by Muhammad Ali Jinnah in 1944 that "No country can ascend to the tallness of brilliance unless your ladies are one next to the other with you". From the antiquated time, ladies have been similarly taking an interest with their men; however their

---

<sup>1</sup>MPhil Scholar, Department of Social Work, University of Balochistan, Quetta Pakistan

<sup>2</sup> Lecturer, Department of Social Work, University of Balochistan, Quetta Pakistan

cooperation in labor drive has not been given an indistinguishable thought from men gather from their work (Asian journal-2013).

In our society the women are marginalized and not having much freedom as compare to developed country and due to these they are facing many types of strict barriers and feeling hesitation to take an interest in outdoor works like a jobs and business. In our society they are not having much regards for their earning as compare to men. These constraints are diminishing gradually the ordinary position of working women and this reaction pushing them on noticeable stage in the society.

### **Objectives:**

This examination was plane keeping in see the accompanying destinations.

- 1 To analysis the problems of working women.
- 2 To identify the balance of working women with their jobs and family.

### **Rationale and Significance of the Study:**

The women from Quetta city are facing more problems as compare to the other developed neighbouring cities of our country, due to lack of opportunities and strange challenges regarding the place of job or barriers of society which creating different type of stress among the working women, the stress also effects on their personalities, growth, development and their families, thy are also facing many challenges which lead to stress both mentally and physically. Mentally they are facing stress and anxiety etc., The socio-psychological issues are also disturbing the working women of Quetta city because Quetta having multi-cultural population with diverse norms and customs like Baloch, Pashtuns, Brahui, Persian, Punjabi, Sindhi, Urdu speaking's each having its own code of life and on other side on government level women are not getting as much opportunity as much as they need and having rights according to state constitution and other declarations of international rights, If we compare Quetta with other Metro cities of Pakistan then we found the status of women is not much developed in the last period, equal in urban zones, some shame full characters of our society with

negative mind are always ready to discourage the women with their negative approaches when women going for work outside the home.

Females in Quetta have permanently knowledgeable difficulty. Societal, traditional, religious and less education features have condensed the number of female incoming the job marketplace and accomplishment less responsibilities on job place,

An evaluation regarding the type and intensity of troubles or issues of working women has described which will be fruitful in way of solving or at least minimize.

The lesson additionally targets to discover the problems especially for youth crew working women or exceptional categories over women kind of single, married, separate/divorcee, widow etc. Understanding the troubles among a manifest access would assist us of discovering ample solutions between reducing the problems.

### **Literature Review:**

Ladies among Pakistan have been regarded of simply as like the housewives whosoever cared for their spouses and introduced over theirs Children. All as the centuries progressed, the women had not been accredited in conformity with assume her piece as much a main and equivalent individual beyond the standard public. She was once namely tremendous an odd as much the man and had comparable sensitivities and abilities. She ought to remain as worthwhile a Tranter about the normal people as soul may want to lie (Abidi, 1976). Customary thinking about and convictions are in opposition to the utilized female so much that by no means remain a first wife or left out her youngsters alternatively on the premise his trial such is presumed that assignment about ladies had auspicious consequence over the financial fame about the household (Azhar, 1978). A now not very many varieties about ladies are confronting the spouse's limit towards their occupations. Explanations at the back of the people any operate bear the team yet familial pull up instigation descent feel over self-troubles push aside regarding kids, housework then woman sick wellbeing. Relatives (in-laws) check so paid work on account that she feels fear their morality choice turn abroad in imitation of keep free; those flip outdoors in conformity with remain extremely self-reliant yet overlook their real reputation (Hafeez, 1983). Status over ladies so rustic was once strengthened through the peaked professional start doorways handy in accordance

with them. They had been disheartened out of contending including guys through their childhood and the explicit breakage it wished after that stands over in imitation of inward the exercise showcase. Besides unique issues, because of example, custom of the general commons individuals, choice and unrecognizing who the deed women experienced together with honour in conformity with their reputation yet quantity of the economic lifestyles unfavourably influenced the utilization of their capability or pursuit capacities (Khalid, 1990). In this length on swelling yet rising costs, arrival in relation to monetary strain, the Pakistan pure collar category deed female feel, it is occupant above to them in accordance with accumulate to their household properly creatures, calming nervousness between the limb after mouth presences. She is scuffling with the vivid brush about her lifestyles because of donation the affluent or agreeable existence in imitation of her family. (maqsood 2005)

### **Problems of Working Women in Pakistan:**

In close extreme about the Asian nations, payable in imitation of the descent lead communal orders female are confronting numerous troubles between a range of fields over life. There is no centrality about their selection working and theirs modern yet astute thoughts, on account that they are reflected frail. They are not authorized according to job through their usual countenance families. Society moreover appears assignment women damagingly. They don't come regarding the merit. Sex consult is the giant purpose in the back of each certain on the challenges who girls are confronting. Nearby zones, so ladies go in imitation of work, that wants according to confront appears or impolite remarks beside pariahs. A-bit-corporations select female because of unique occupations, due to the fact about female are esteemed to keep deferential, aloof alternatively several guys bear incorrect concept about ladies.

Presently of that existing function section according to the destitution tier bright ligament category assignment women desires in imitation of rule their neediness measure between contributing theirs endeavours between Pakistan. They are charity the higher being about their households then it's very difficult errand because of her to tend both family yet profession. Due according to the unstable regarding her life women overlooks their sentiments

feelings or it's become among the quintessential aspects over their terrible health

In Pakistan in actuality ladies tier in an agreement family then that are successful then agent on their mother of vile and contriver of mean then by way of some means then some other expand household framework he hold extensively extra measurement of their relatives. After heaps concerning years, women had now not been appropriate in accordance with give her tasks as like an equal quantity regarding the universal community around the world. Ladies have massive simple task so the men yet had the virtually identical emotions yet capacities.

In Pakistan, the bias concerning female employment exorcism has not been performed in labour fittingly among view on unwell combining inclusion, non-existence on direction, necessity of situation shots, associative foundation then poor pecuniary reasons. Working ladies want to do extra action physically and mentally. Her job because her household is greater large then contrasted together with her employment outside. It is principle suspecting that deed backyard concerning women influences her responsibilities into the domestic yet she is mirrored a wrong piece about the standard public. Despite whole limits, Pakistani women recognize as regard apply of work yet she is now not kidding in conformity with action for themselves, their families or their country.

### **Research Methodology:**

Qualitative research method has been adopted because of the study. Universe is Quetta metropolis or tools because of facts series solution facts interviews yet questionnaire beside distinctive fields regarding formally deed women.

Sample regarding a hundred formally employed women are elected beyond exceptional public-sector departments so 20 nurses, 40 college teachers, 20 doctors, ten college lecturers then 10 university lecturers using stratified random sampling. Descriptive evaluation is used for highlighting the issues faced via pursuit women in said departments.

S.NO	Major Problems	Frequency
1	Conveyance problem	22%
2	Work load	17%
3	Gender inequality	15.5%
4	Harassment	13%
5	Health problem	10%
6	Un schedule working hours	08%
7	Balancing work and personal life	6.5%
8	Husband's cooperation	05%
9	Child care and Husband satisfaction	03%
	<b>Total</b>	<b>100%</b>

**Table: 1.1 generalized table showing type of problems and their Intensity in percentage.**

### **Results and Discussions:**

The samples of working women taken from different field of work which describing 09 main problems of working women of Quetta city and also the magnitude of the problems being described under Data in Table show that overall 22% of the respondents having Conveyance problem 17% facing Work load, 15.5% Gender inequality, 13% Harassment, 10% Health problem 08%, Un schedule working hours, 6.5% Balancing work and personal life, 05% Husband's cooperation and 03% are facing Child care and Husband satisfaction issues. (Table 1.1)

#### **1) Conveyance Problem:**

Conveyance problems are very considerable problems for working women of Quetta city because Quetta city is not so much developed that is why here we don't have metro services and also don't have other government facilities of local transportation, the

private transport is not suitable as well not having coverage in whole city, many women's use auto Rikshaw which is very costly and not safe, due to this situation the women facing problems to go and back from home to office, this situation also decrease the level of confidence in women to work outside the home, the results of observed problems shows this problem is biggest and covers 25% out of 100%.

**2) *Work Load:***

Work load is also one of the biggest problems of working women of Quetta city; because they have constant time pressure due to heavy load of work and this become results as tire or depression. The over burden of work also not allow her to easily full fill the requirements of house hold and their professional life, at the end this causing self-ignorance and different health issues.

**3) *Gender Inequality:***

The Private and Government sector of Quetta city are not much developed and still having gaps for this issues, the men are given unfair advantages over women under certain circumstances. Many employers have an unofficial policy not to hire women because they'll either get married or have babies leave etc. This is downright discrimination and robs the women good opportunities,

In Quetta city we observed this type of mind set in organizations having conservative thoughts about women who thinking that the woman's place is in kitchen instead of offices, an employer should not treat men differently simply because they're men.

**4) *Harassment:***

The most shocking challenge for working woman of Quetta city is harassment. Until and unless the working environment is not safe and secure the woman cannot easily work anywhere. Some men with negative thoughts from our society makes the working ground tough for woman and women feels un secure moving from home to offices, in some offices the organization culture is not suitable for female which easily create a chance for men to harass the females. Many awful men consider such women an easy target.

**5) *Health Problem:***

Mostly working women are facing some serious health issues due to lack of time for their self and also due to over-load and stress

they become mentally and physically spoiled fluctuation of blood pressure ,anxiety ,depression are common in most working women even someway due to the heavy stress some women are facing the problem of conceiving child.

**6) *Unscheduled Working Hours:***

Mostly working women have the issues of unscheduled working hours somehow they are not satisfied the policy of organization regarding flexible timing. Especially doctors nurse and the women who working in banks.

**7) *Balancing Work and Personal Life:***

This issue is very serious issue among the working women of Quetta city and they are worries about this because the struggling in between professional and personal lifecycle are making them exhausts, the professional work and home have several demands which needs to fulfill. The women from Quetta if having double life like professional work and house hold work at home in this situation their first priority is home.

They also have no freedom of life even they missed family functions in this manner their in-lows taunt and clashes between them let's just say things are not easy for them.

**8) *Husband's Cooperation:***

Most working women are facing issue of non-cooperative behavior from their husband, therefor they are mentally and emotionally exhausted, in this situation they are not able to achieve their goals and success, the result of neglected behavior making them deprived part of our society.

**9) *Child Care and Husband Satisfaction:***

This issue is also a serious issue for working women of Quetta city because due to officials hours they have less time for their families and babies, behind of this issue the reason is un availability of baby cares at work place which increase the problems for working women's and this problems ultimately creates clashes between husband and wives which also make them mentally disturbed.

**Conclusion:**

The results of the study are to highlight different types of 9 main problems of working women in formal sector of Quetta city. The descriptive analysis and numerical results described that the conveyance is biggest problem for working women of Quetta, as well Work load come on sharp second which is also in disturbing



situation, the Gender inequality and Harassment is shame full act which is still exists in both government and private sector further more Health problem and Unscheduled working hours are also playing vital role to increase the problems of working women of Quetta city, the working women of Quetta city needs balance between work and personal life. in some cases the employs are also unsatisfied by wages for their work, so the results suggest that the enrolment of maximum women in government, private and as well in business sector needs to eliminate or minimization of this problems, and this will also give the fruitful results in the way of development.

**References:**

- Asian journal of Empirical Research,3(10)2013:1291-1299 journal homepage :<http://aessweb.com/journal-detail.php?id=5004> problems of formally employed women.
- Abidi, A., 1976. Cultural and Educational Aspects. A paper presented at seminar on “Role and Status of Women in Pakistan” Organized by and held at Administrative Staff College, Lahore–Pakistan.
- Azhar, R., 1978. Attitude of Male Towards Career Women. M.Sc. Thesis, University of Agriculture, Faisalabad–Pakistan
- Feinstein, K.W., 1979. Working Women.p. 320. Beverly Hills Sage USA.
- Hafeez, S., 1983. Women In Industry. Phase 11: In Department. Study, Women’s Division, Cabinet Secretariat, Govt of Pakistan, Islamabad–Pakistan.
- Khalid, S., 1990. An Investigation in to the problems of working women. M.Sc. Thesis, University of Agriculture Faisalabad–Pakistan (Received 12 March 2005; Accepted 20 May 2005).
- Maqsood et al. /j. agri. soc. sci., vol. 1, no. 3, 2005.