

## **CHALLENGES AND RISKS FACED BY THE PUBLIC SECTOR WORKING WOMEN IN TEHSIL: DASKA, DISTRICT: SIALKOT-PAKISTAN**

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### **ABSTRACT**

The focus of the study is to highlight the challenges and risks of the public sector working women in Tehsil: Daska, District: Sialkot-Pakistan. For this purpose, the author randomly selected 50 working women randomly from all over the Tehsil among the five departments (i.e. Healthcare, Academic, Engineering, Public Security and Law enforcement and Government and Public Administration). After this, a comprehensive interviewing schedule was designed to collect the required information. Results reveal that a huge majority of the respondents belongs to urban area and between the ages of 31 to 35 years. Almost two third respondents are married and doing job only for economical supporting to their families because their husband salary is not enough that their family can live a normal life in this inflation period. More than two third working women are living in combine family system because it is impossible for her to give proper attention to the both aspects at the same time i.e. family and office. Finally, some suggestions are given at the end of paper through which we can minimum the working women's problems.

**KEYWORDS:** Working Women, Public Sector, Challenges and Risks, Tehsil: Daska, District: Sialkot-Pakistan

### **INTRODUCTION**

Women are an important element of the society and play a great role in the development of the society in every stage of life. Nawaz, Afzal & Shehzadi (2013) said that **“The women are playing an essential role in every phase of life”**. Another place Sadruddin (2013) said that **“Women are the soul of every nation”**. Without women participation, no society can nurture properly. As it is highlighted by Arshad (2012) that Quaid-e-Azam Mohammad Ali Jinnah said that **“No nation can rise to the height of glory unless your women are side by side with you”**.

From the Stone Age, women have been equally participating with men in all field of life. Women's capabilities are no less than the man. Maqsood and Ch. et al. (2005) said that **“As far as the capabilities of women are concerned, they are no less than men”**. Unfortunately, women labour forces participation has not much importance in our society as compare to the men. Nawaz, Afzal & Shehzadi (2013) illustrate this point that **“women have been equally participating with their men, but their participation in labor force has not been given the same consideration as men collect from their work”**.

Pakistan is under-develop country and it's more than half population consists on women. For getting the development of our country, we should educate and empower the women. Without education and empowerment of the women, no society can get development. Kofi Annan (2005 Feb 28) elaborate the same point of view that **“There is no tool for development more effective than the empowerment of women”**(in UN News Centre, 2005). Another place Pramanik (2014) quoted that Brigham Young said that **“You educate a man; you educate a man. You educate a**

**woman; you educate a generation”**. This sentence is showing that if a woman is educated then whole family and society can be benefitted from her education and if a man is educated then only he can be benefitted.

Every society has some taboos and social norms, which differentiate that society from the other ones. Same like this, Pakistan also has some taboos and social norms. In which male are dominant and women considered as second-class citizen and still treated as inferior sex. Maqsood and Ch. et al. (2005) said that **“Women work was often considered secondary and frivolous”**. According to these norms and taboo our society’ women have no much freedom as compared to the men, so they can’t do any job without the permission of their family head. Secondly a woman has just some selected profession to do job otherwise she is bound to handle only house hold chores. Azhar (1978) also illustrate this point of view that **“Traditional thinking and beliefs are against the employed women”**. These norms and taboo are gradually changed day by day and is becoming helpful in empowering the women. Gupta (1960) said that **“These restrictions are now weakening day by day and the general attitude is becoming more and more helpful”**. People are being more advance in their behaviour and thoughts towards the women rights and empowerment. Some can say that women have more freedom than earlier.

Women’s responsibilities can be never neglected from the societies because at the same time, she performs different role in the society i.e.: daughter, sister, wife and mother. However, in Pakistan her main roles are considered as a wife and mother, who have to cook food, clean home and take care of the whole family members alone. Nawaz, Afzal & Shehzadi (2013) elaborate the same point of view that **“In Pakistan, women are found as housewives who take care of their families especially their children”**. But in this age of inflation and rising prices, every middle class women of Pakistan think that they should economically support to their families. So for this, they start work in the different fields to supporting their families. Nawaz, Afzal & Shehzadi (2013) said that **“The employed women connected their services to contribute the financial duty of the family for improving their standard of living”**. By the passage of time, women’s participation in jobs is gradually increased because every middle class woman wants to provide the relaxed and flourishing life to her family. According to Mahtab (2007) that **“The participation of women in labor market is gradually increased during the mid of 1980s”**.

Beside of this, it is fact that working women are facing many problems during their job. It is also our society stigma that if a woman’ family members ready to give her permission to do job then our society creates so many hurdles in her ways so that she can’t continue her job. Their main problem is that they can’t perform their duties till late night or off days due to that she can’t focused to their family that is caused conflict among their family. Secondly, working women’s colleagues and subordinates considered that a woman have no right decision power and can’t make fruitful policies, so that they never give importance to their decisions and policies. Thirdly and very important point is this that working women need a separate toilet / urinals facilities, place for prayer and transportation for travel. Islam (1997) also elaborate the same point of view that **“Their male colleagues don’t support them during the work because they feel that they have not adequate skills. Their subordinates and colleague feel that they have no power of decision and are not able to make policies. It is not possible to stay in off days or late hours therefore they considered unfit. Some other problems are separate place for prayer, wash room and lack of transport facilities they makes their jobs”**. So all these things put a working woman to a great deal of inconvenience and ultimately can’t carry on her job and left it. So in this situation, she can’t play her role to provide the relaxed and flourishing life to her family.

## OBJECTIVES OF THE STUDY

This study was designed to crop up the problems of working women, which they were facing in their daily life and also give some suggestions to resolve their problems.

## METHODOLOGY

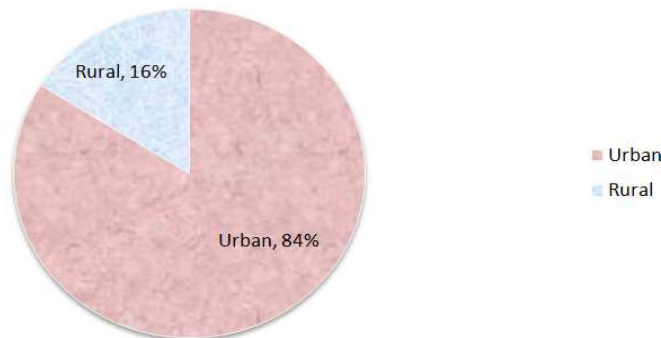
There is no significant study available on the problems of public sector working women in District: Sialkot-Pakistan. The present study was concentrated to inquire about the main challenges and risks of the public sector working women in Tehsil: Daska, District: Sialkot-Pakistan. After selection of the study area, the author selected quantitative research methods because it is an exploratory research and then design a semi-structured questionnaire, which consists of eighteen questions. The questionnaire was pretested on five public sector working women before launching. After pretesting, the author made some necessary amendments in the questionnaire and then data were collected through an interview schedule from fifty public sector working women. After the data collection, the data was analyzed and the results were tabulated and interpreted.

## RESULTS & DISCUSSIONS

**Table 1: Demographic Analysis of Family Back Ground of Working Women**

Family Background	F	%
Urban	42	84
Rural	08	16
<b>Total</b>	<b>50</b>	<b>100</b>

Table 1 represents the family background of the respondents. With respect to family background, a huge majority of the respondents (84%) belongs to urban area and (16%) belongs to rural area.

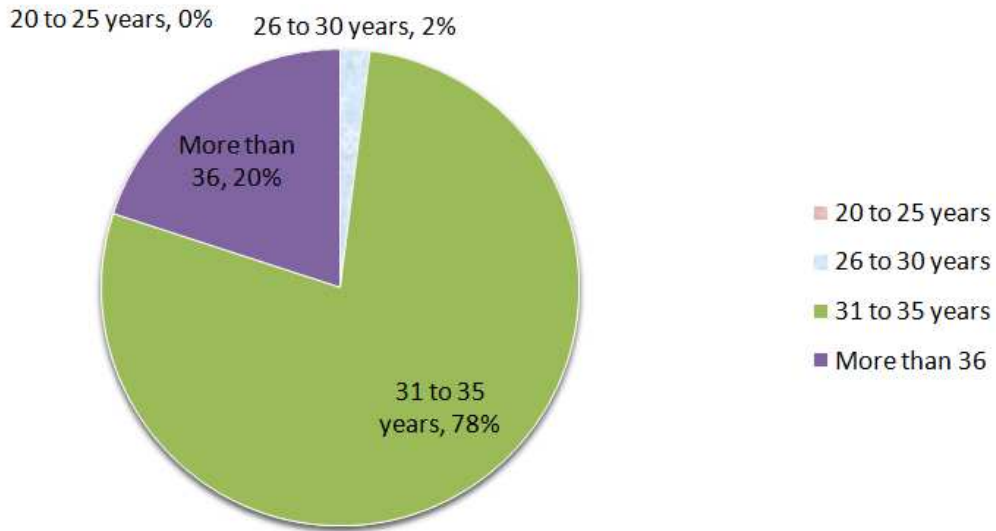


**Figure 1: Graphical Representation of Family Back Ground of Working Women**

**Table 2: Demographic Analysis of Age Wise of the Working Women**

Age (in Years)	F	%
20 to 25	--	--
26 to 30	01	02
31 to 35	39	78
More than 36	10	20
<b>Total</b>	<b>50</b>	<b>100</b>

Table 2 represents the age wise information of respondents. A huge majority (78%) of the respondents are under 31 to 35 years and exactly one fifth (20%) are more than 36 years. Only two percent is under 20 to 25 years.

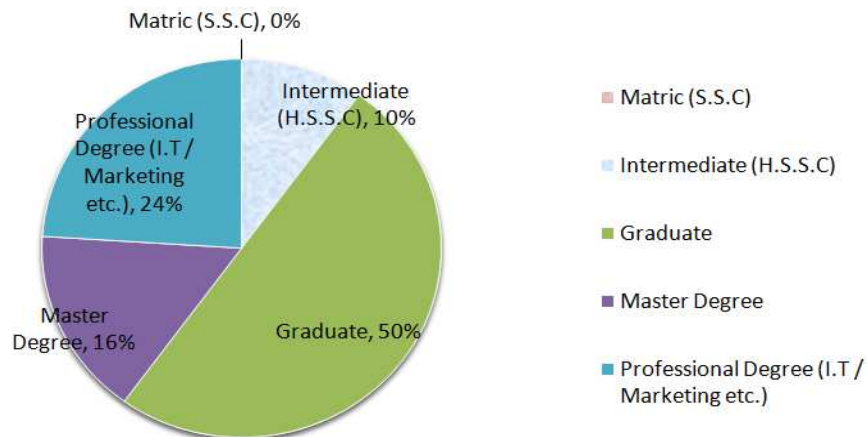


**Figure 2: Graphical Representation of Age Wise of the Working Women**

**Table 3: Demographic Analysis of Qualification of Working Women**

Education	F	%
Matric (S.S.C)	--	--
Intermediate (H.S.S.C)	05	10
Graduate	25	50
Master Degree	08	16
Professional Degree (I.T / Marketing etc.)	12	24
<b>Total</b>	<b>50</b>	<b>100</b>

Table 3 represents the qualification of respondents. Exactly one and half (50%) among the total are graduate, almost one fourth (24%) are professional degree holder. A very small ratio among the total (16%) and (10%) are master degree holder and intermediate passed.



**Figure 3: Graphical Representation of Qualification of Working Women**

**Table 4: Demographic Analysis of the Marital Status of Working Women**

Marital Status	F	%
Single	16	32
Married	32	64
Divorced / Window	02	04
<b>Total</b>	<b>50</b>	<b>100</b>

Table 4 indicates the marital status of working women. Almost two third (64%) respondents are married and one third (32%) are single. A very little ration (04%) are divorced / window.

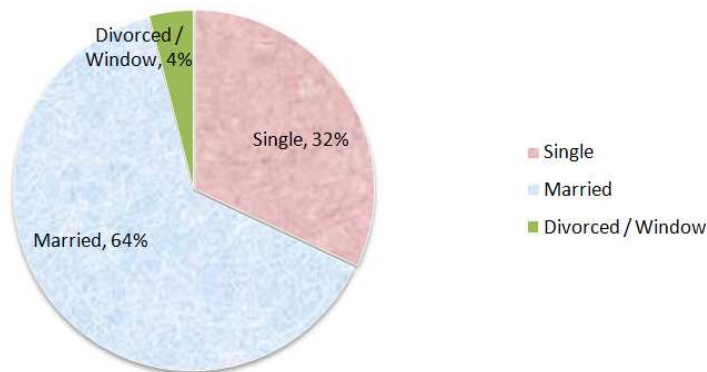


Figure 4: Graphical Representation of Marital Status of Working Women

Table 5: Demographic Analysis of the Working Women Regarding Their Field / Department

Field / Department	F	%
Healthcare	07	14
Academic	10	20
Engineering	10	20
Public Security and Law enforcement	08	16
Government and Public Administration	15	30
<b>Total</b>	<b>50</b>	<b>100</b>

Table 5 represents the field / department of the respondents. From the total respondents, a huge majority (30%) said they are working in Government and Public Administration department. Exactly one fifth each (20%) respondents said that they are working in engineering and academic departments. While a small ratio (14%) and (16%) responded that they are working in health care profession and in Public Security and Law enforcement Department.

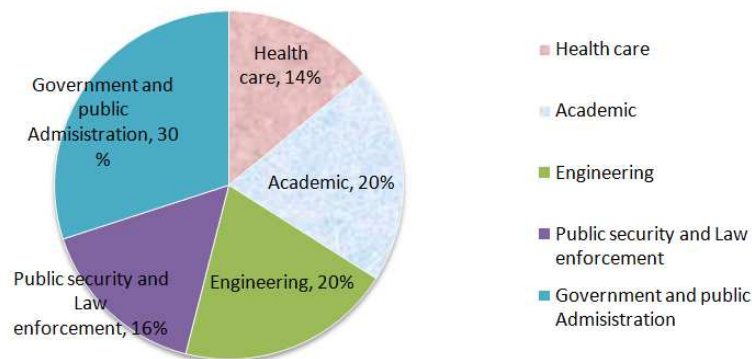
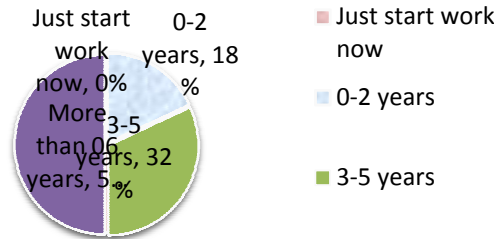


Figure 5: Graphical Representation of the Profession of Working Women

Table 6: Demographic Analysis of the Working Experience in Govt. Sector of Working Women

Working Experience	F	%
Just start Work now	--	--
0 to 2 Years	09	18
3 to 5 Years	16	32
More than 06 Years	25	50
<b>Total</b>	<b>50</b>	<b>100</b>

Table 6 is showing the working experience of working women. It is highlighting that exactly one and half (50%) respondents have more than 06 years working experience; almost one third (32%) have 3 to 5 years and very little ratio (18%) respondents have 0 to 2 years working experience.

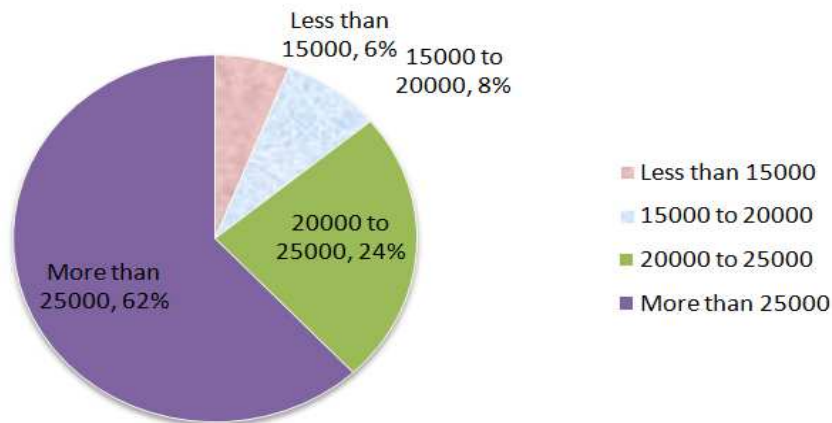


**Figure 6: Graphical Representation of the Working Experience in Govt. Sector of Working Women**

**Table 7: Demographic Analysis of the Monthly Salary of Working Women**

Monthly Income (in Rupees)	F	%
Less than 15000	03	06
15000 to 20000	04	08
20000 to 25000	12	24
More than 25000	31	62
<b>Total</b>	<b>50</b>	<b>100</b>

Table 7 indicates the monthly salary of working women. A huge majority (62%) of the respondents said that their monthly income is more than 25000 rupees and almost one fourth (24%) responded that their monthly income is 20000 to 25000 rupees. While a small ratio (08%) and (06%) said that their monthly income is 15000 to 20000 rupees and 10000 to 15000 rupees.



**Figure 7: Graphical Representation of the Monthly Salary of Working Women**

**Table 8: Demographic Analysis of the Utilization of Working Women' Monthly Income**

Usage of the Salary	F	%
To Parents' support	05	10
To In-laws' support	32	64
Personal expenses	03	06
Savings for raining days	10	20
<b>Total</b>	<b>50</b>	<b>100</b>

Table 8 is showing the usage of the respondents' monthly salary. Almost two third (64%) respondents were using their salary to supporting their in-laws. And one fifth (20%) were saving their salary for raining days. While a small ratio (10%) and (06%) were supporting their parents and using for personal expenses.

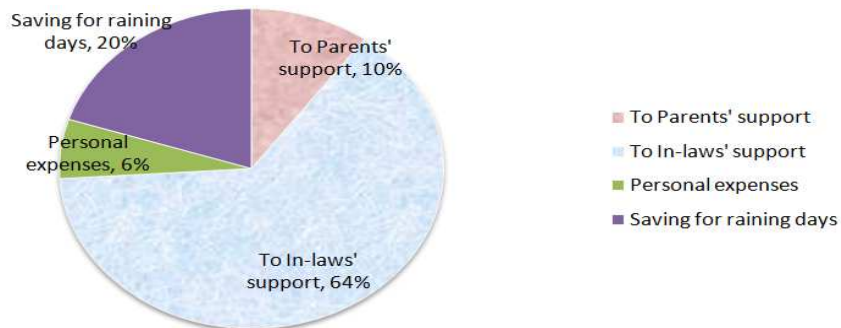


Figure 8: Graphical Representation of the Utilization of Working Women's Monthly Income

Table 9: Demographic Analysis of Working women' Husband Qualification

Working Women's Husband Qualification	F	%
Matric (S.S.C)	--	--
Intermediate (H.S.S.C)	--	--
Graduate	22	67
Master Degree	08	24
Professional Degree(like doctor, Engineer etc.)	03	09
<b>Total</b>	<b>33</b>	<b>100</b>

Table 9 represents the working women's husband qualification. A huge majority (67%) said that their husband is graduate passed. And almost one fourth (24%) said that their husband is master degree holder. While a small ratio among the total (09%) said that their husband is professional degree holder.

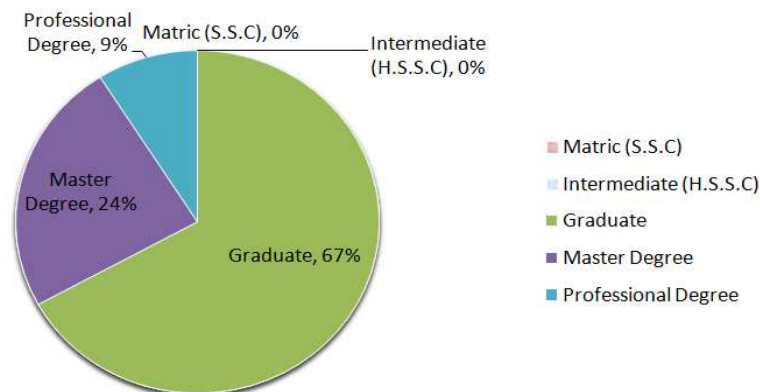
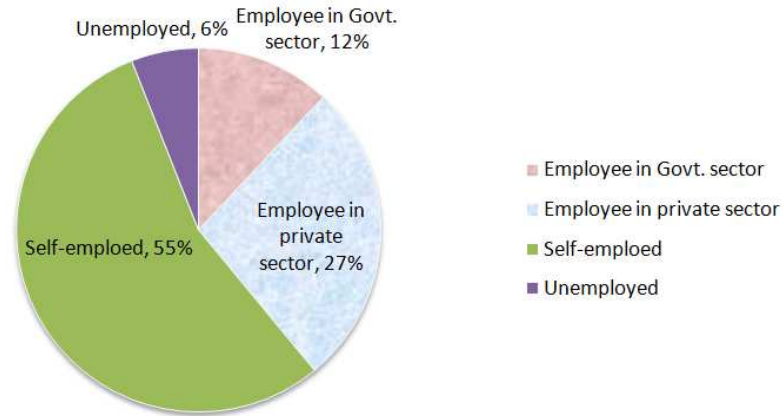


Figure 9: Graphical Representation of Working Women's Husband Qualification

Table 10: Demographic Analysis of Working Women' Husband Job Status: (If Her Husband is Alive)

Employment Status of Working Women' Husband	F	%
Employee in govt. sector	04	12
Employee in private sector	09	27
Self- Employed	18	55
Unemployed	02	06
<b>Total</b>	<b>33</b>	<b>100</b>

Table 10 represents the employment status of the working women’s husband. A huge majority (55%) of the respondents said that their husband is self-employed. And almost one fourth (27%) said that their husband is employee in private sector. While a small ratio (12%) said their husband is employee in govt. sector and (06%) said that their husband is unemployed.

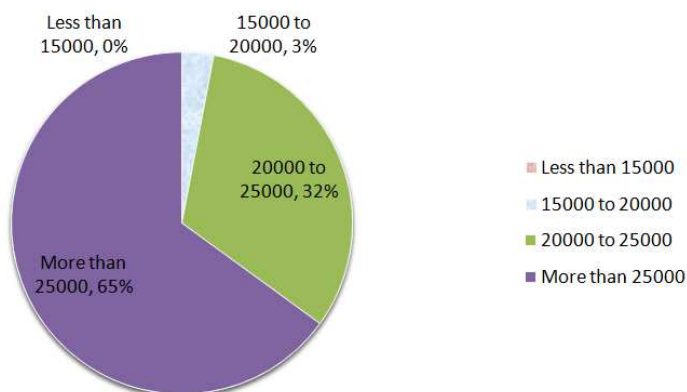


**Figure 10: Graphical Representation of Employment Status of Working Women's Husband**

**Table 11: Demographic Analysis of Working Women’ Husband Monthly Salary: (If Her Husband is Employed Anywhere)**

Monthly Income (In Rupees)	F	%
Less than 15000	--	--
15000 to 20000	01	03
20000 to 25000	10	32
More than 25000	20	65
<b>Total</b>	<b>31</b>	<b>100</b>

Table 11 represents the monthly income of the working women’s husband (who is working anywhere). A huge majority (65%) of the respondents said that their husband’s monthly income is more than 25000 rupees and almost one third (32%) said that their husbands’ monthly income is 20000 to 25000 rupees. While a small ratio (03%) said that their husband is earning 15000 to 20000 rupees in a month.



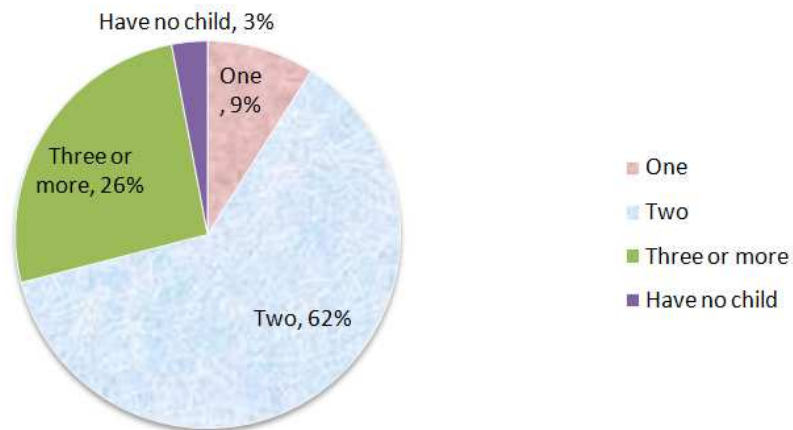
**Figure 11: Graphical Representation of Working Women' Husband Monthly Salary**



**Table 12: Demographic Analysis of the Children of Working Women**

No. of Children	F	%
One	03	09
Two	21	62
Three or more	09	26
Have no child	01	03
<b>Total</b>	<b>34</b>	<b>100</b>

Table 12 represents the no. of children of the working women. A huge majority (62%) said that they has two children and almost one fourth (26%) have three or more children. while a little ratio of the total respondents (09%) hasonly one child and (03%) said that they has no child.

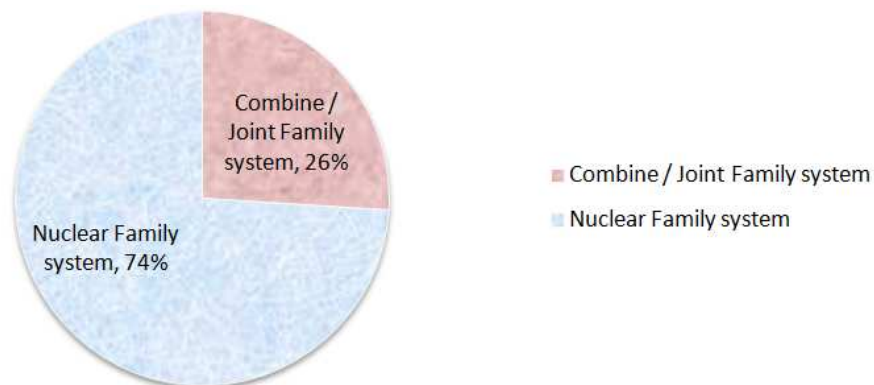


**Figure 12: Graphical Representation of the Children of Working Women**

**Table 13: Demographic Analysis of their Family's Living Status of Working Women**

Family Status	F	%
Combine / Joint Family system	13	26
Nuclear Family system	37	74
<b>Total</b>	<b>50</b>	<b>100</b>

Table 13 represents the living status of working women. Approximately two third (74%) respondents responded that they are living in Nuclear Family system and one third (26%) said that they are living in Combine / Joint Family system.

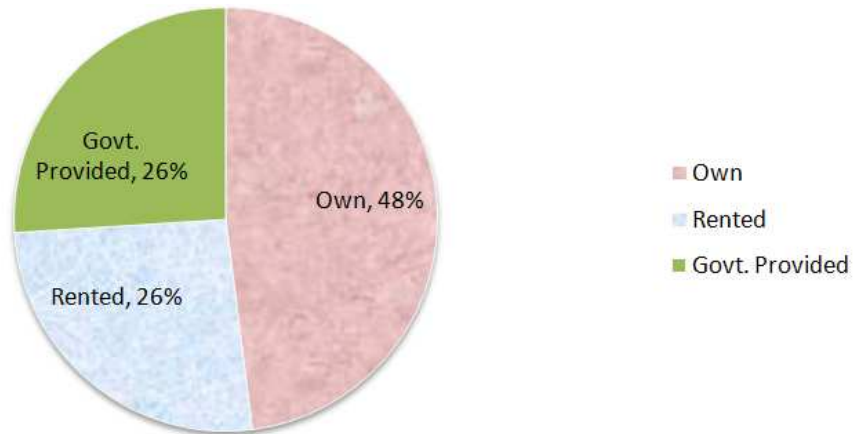


**Figure 13: Graphical Representation of Family Status of Working Women**

**Table 14: Demographic Analysis of Household Ownership of Working Women**

Household Ownership	F	%
Own	24	48
Rented	13	26
Govt. Residence	13	26
<b>Total</b>	<b>50</b>	<b>100</b>

Table 14 indicates the working women response regarding the household ownership. Almost one and half respondents(48%)said that they have their own house. And (26%) each said that they are living in rented house and in Govt. residences.

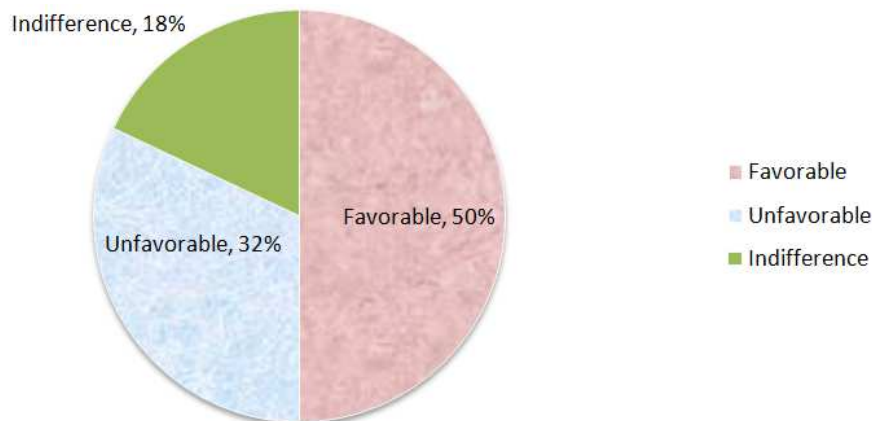


**Figure 14: Graphical Representation of Household Ownership of the Working Women**

**Table 15: Demographic Analysis of the Attitude of Their Family Regarding Their Job**

Family Attitude Towards Her Job	F	%
Favourable	25	50
Unfavorable	16	32
Indifference	09	18
<b>Total</b>	<b>50</b>	<b>100</b>

Table 15 represents the respondents’ family attitude toward their job. Exactly one and half (50%) said that their family have favourable attitude towards their job. Almost one third (32%) respondents’ family has unfavorable attitude toward their job. While (18%) respondents showed the indifference attitude of their family regarding their job.

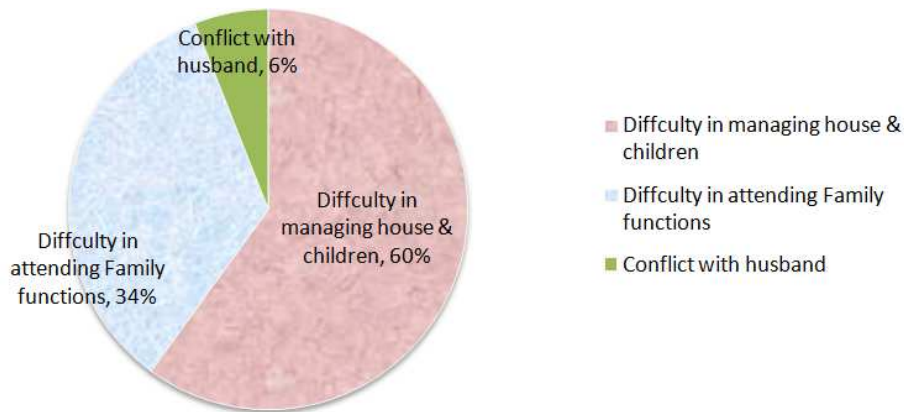


**Figure 15: Graphical Representation of Working Women's Family Attitude towards their Job**

**Table 16: Demographic Analysis of the Family Problems, Which Working Women is Faced**

Family Problems	F	%
Difficulty in managing house & children	30	60
Difficulty in attending Family functions	17	34
Conflict with husband and In-laws	03	06
<b>Total</b>	<b>50</b>	<b>100</b>

Table 16 indicate the working women’ family problems. A huge majority (60%) said that they have problems in managing house and children along their job. while one third (34%) are having difficulty in attending family functions and a very small ratio (06%)are faced conflict with their husband and in in-laws due to their jobs.

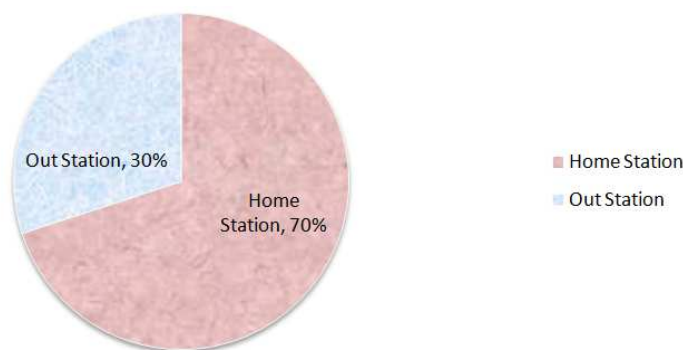


**Figure 16: Graphical Representation of Family Problems, Which is Faced by the Working Women**

**Table 17: Demographic Analysis of the Posting Area of the Working Women**

Posting Area	F	%
Home Station	35	70
Out Station	15	30
<b>Total</b>	<b>50</b>	<b>100</b>

Table 17 is showing the working women’ sposting area. A huge majority (70%) of the respondents said that they have posted in their home station and (30%) said that they have posted out station.

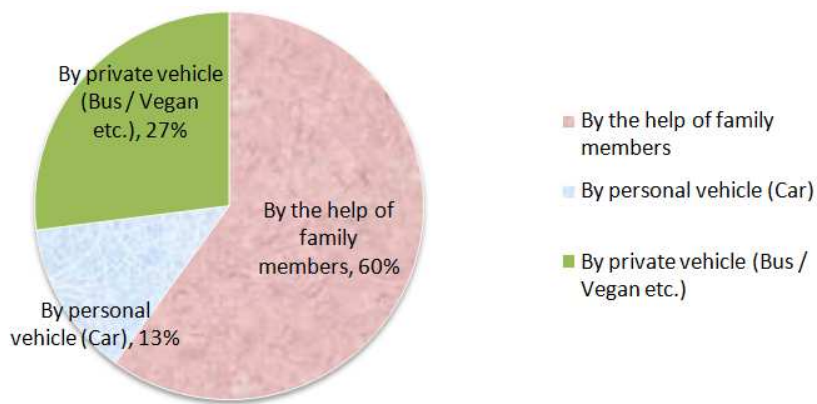


**Figure 17: Graphical Representation of Posting Area of the Working Women**

**Table 18: Demographic Analysis of the Using Source to Reach their Working Place / Destination: (If She is Posting Outstation)**

Source	F	%
By the help of family members	09	60
By personal vehicle (Car)	02	13
By private vehicle (Bus / Vegan etc.)	04	27
<b>Total</b>	<b>15</b>	<b>100</b>

Table 18 represents the respondent’s source through which she reached her working place / destination. A huge majority (60%) of the respondents said that they have reached their working place / destination by the help of their family members. Almost one fourth (27%) said that they have reached their working place / destination by the using of private vehicle (Bus / Vegan etc.) While a small ratio (13%) responded that they have to use of their personal vehicle (car) to reach their working place / destination.



**Figure 18: Graphical Representation of Using Source to Reach their Working Place / Destination of Working Women**

**Table 19: Demographic Analysis of the Problems, which is Faced by Working Women at their Working Place**

Problems at Work Place	F	%
Undesirable working conditions(Due to bad behaviour of the colleague and subordinates)	32	64
Insufficient pay and allowances	13	26
Others(separate wash room, specific prayer place and lack of transportation)	05	10
<b>Total</b>	<b>50</b>	<b>100</b>

Table 19 is showing the working women problems at their working place. A huge majority (64%) of the total respondent said that their working conditions are not desirable due to bad behaviour of the colleague and subordinates. And almost of one fourth (26%) respondents said that their pay and allowances are insufficient according to their job. While a small ratio one ten (10%) of the total respondents are facing other problems such as separate wash room, specific prayer place and lack of transportation facility at their working place.

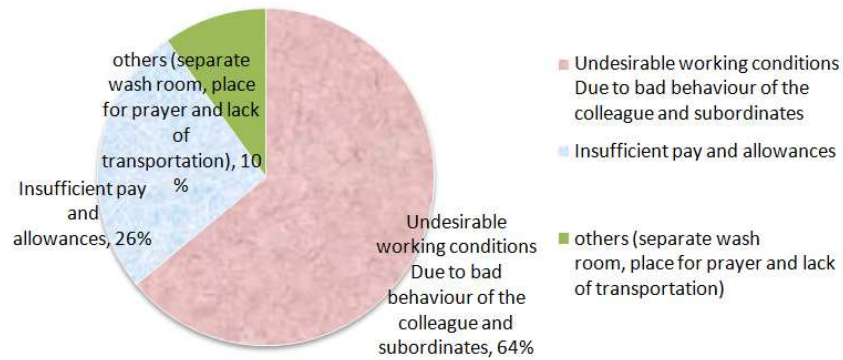


Figure 19: Graphical Representation of the Problems, which is Faced by the Working Women at their Working Place

Table 20: Demographic Analysis of the Respondents’ Opinion Regarding the Job Satisfaction

Opinion About their Jobs Status	F	%
Satisfied	19	38
Un-satisfied	31	62
<b>Total</b>	<b>50</b>	<b>100</b>

Table 20 represents the opinion of the respondents regarding their jobs status. A huge majority (62%) of the respondents said that they were unsatisfied from their jobs and (38%) responded that they were satisfied with the job.

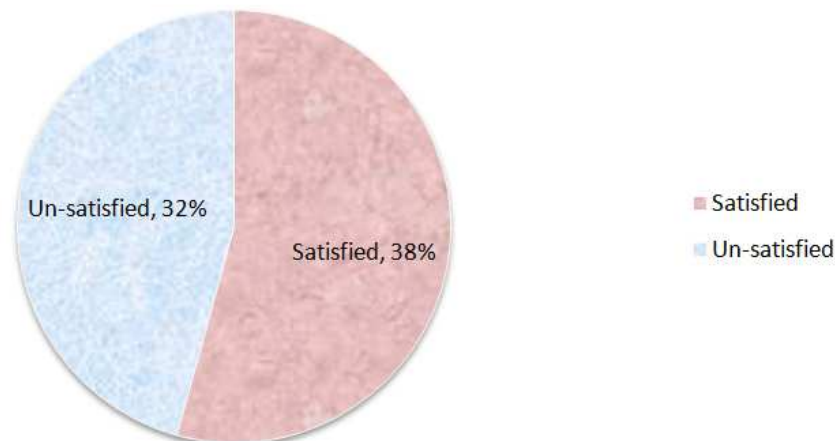


Figure 20: Graphical Representation of the Opion of the Working Women about their Job Status

## RESULTS AND DISCUSSIONS

It has been observed that in our society women have no enough rights as men have and were considered second creation of the society. In the past scenario, a woman could not get higher education and was forced to handle only house hold chores only. But this concept is gradually changed with the passing of time. Now-a-days mostly women has equal rights as the men has in all aspects of life. In the study area, it has been observed that mostly women are educated and are working only for economically support to their family. Mostly working women’s family is totally disturbed because she can’t give proper attention to their family at the right time. Along this working women are facing different difficulties during their job as like they can’t perform their duties till late night or off days. Secondly, their colleagues and subordinates considered them that they have no power to make right decision. Thirdly and very important point is that working women

need a separate wash room, place for prayer and even transportation facility for travel so that they can perform their duties without hurdle. For this, our govt. should make easier policies for them so that working women can give proper attention to the both segments of the society and never feel any hurdle during their job.

## CONCLUSIONS

A woman is an important instrument of social change of the society. She plays variety of significant role in the development of society from her birth to till death. Our society is cultural bounded society, in which woman has no importance as the developing country woman has and considered the most dormant segment of the society. Because we teach our girls from her early age that only man have power to make right decision and they are bound to fellow it and to live their lives in the house' territory. Although we are Muslims but we don't fellow the Muslim laws. That is our societal drawback. According to Muslim laws all humans being are equal and have equal rights in all aspect of life. Beside of this, we also have celebrated 'The International Women's Days' on 8<sup>th</sup> March in every year with the theme of "**Equality for women is progress for all**".

## RECOMMENDATIONS

In the light of findings, the following recommendations are proposed for the betterment of working women's life.

- Women rights should be sensitized to the people by the Federal Government with the collaboration of NGOs.
- Governments at local level should take effective measure to provide medical, transportation and accommodation facility for working women. Because a woman has performed dual duties sat the same time i.e. in their house and in their office.
- Government should introduce friendly policies for the working women so that they feel comforted during the work in their offices.
- Government should take bold steps regarding the respect of the women specially for working women so that their colleague and subordinates will give them respects

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