

A Case Study on Problems of Working Women in City Sukkur

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ABSTRACT

The study was conducted to find out different problems that Working women face. Working women face domestic problems as well as official matters. In homes they cook, clean the house, care for children and family members while outside they face transportation problems, sexual harassment during their mobility and at work place. Some time they have no control on utilization of their salaries. These salaries were utilized on maintenance of home or other issues. Similarly they have less access to join social gathering because it may suffer their work or they have less number of leaves. 150 respondents, 37 from education department, 13 were doctors, 27 were nurses, 33 were employees of various NGOs and 40 were sales representatives in various cellular companies were selected for current study. Working women face difficulties to look after their homes.

Keywords: Working women, problems, sukkur

INTRODUCTION

Although women are actively and equally supporting the men from Stone Age in socioeconomic ups and downs. Political instability and recent wave of terrorism affected their role in Pakistan. Due to insurgency it is becoming hard to harder for a middle class family to earn bread and butter to continue their breath in reasonable manners. Pakistani women already faced many bad experienced, disadvantages comparatively men of the same class on their jobs. This factor leads to less entry of women in job market. To fulfill basic desire of daily life, women of middle class families are working in various government of non government organizations. Our society prejudice against women continues from her childhood. In mostly families girls were feed after male. Due to requirements of their jobs they spend most of day time outside from their homes. During this time they face many problems as like, prejudice and especially non recognition of their help even from their families. This act may suffer their status and their skills. The present research, therefore we organized to investigate different problems that working women face in Sukkur city. The Society of Sukkur is traditional mixed society of different social classes and opportunities for women to find employment are very less. Most of families are living under joint family system in city. In Pakistan working women face most of problems that are not facing by working women in developed countries. In Pakistan mostly men don't share household chores. It is the prime duty of women to make food, look after children and family, clean the house and other routine works. Therefore major burden come on shoulders of women.

LITERATURE REVIEW

Jahan¹ (1975) argued that women are non-visible and un-organized, they cannot express their problems therefore they fail to draw the attention of researchers. But now situation is changed gradually. The participation of women in labor market is gradually increased during the mid of 1980s (Mahtab², 2007). Ralston³ (1990) argued that working women with tough duty

schedules faced more family problems than working women with flexible duty schedules. Extended working hours leads to family conflict (Piotrkowski et al⁴ 1987).

Working women face many problems. The main problem comes from their relatives and family. Women need to permission from male family members to go out and job. Even women have not more choices to find job as compare to men. During the work or work place they treated as “Women”. Their male colleagues don’t support them; they feel that they have not adequate skills to do the work. Their colleague and subordinates feel that they have not decision power and cannot make policies. They cannot stay in late hours or off days therefore they considered unfit. Beside these some other problems, separate wash room, place for prayer and lack of transportation they face makes their jobs harder (Islam⁵, 1997). The women cannot work in offices due to illiteracy and socio-cultural dynamics of families and un-willingness of their male family members. At the other end these families increase the domestic activities/assignments of their working women/girls. These factors that women face problem to justify their jobs and face psychological and health problems (Narejo⁶, 2011).

Objective of Study

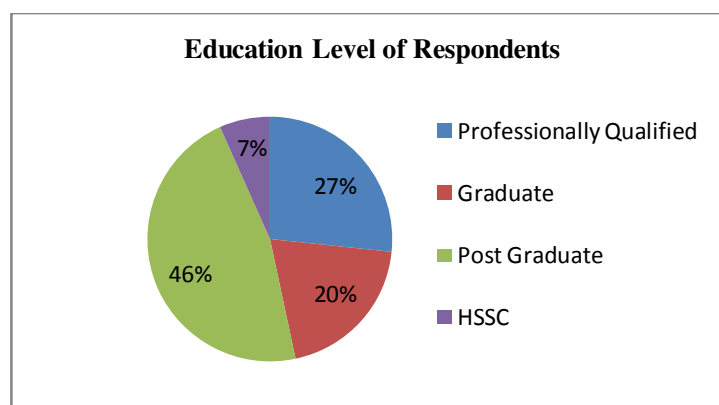
The main objective of the study was to find out problems of working women that they face either at home or outside.

RESEARCH METHODOLOGY

There is no significant study available on the problems of working women in Sukkur. It is an exploratory research with quantitative analysis through interview schedules. 150 respondents, 37 from education department, 13 were doctors, 27 were nurses, 33 were employees of various NGOs and 40 were sales representatives in various cellular companies. These respondents were selected through purposive sampling and age of the respondents was 23 to 55 years.

RESULTS & DISCUSSIONS

Educational Background of Respondents

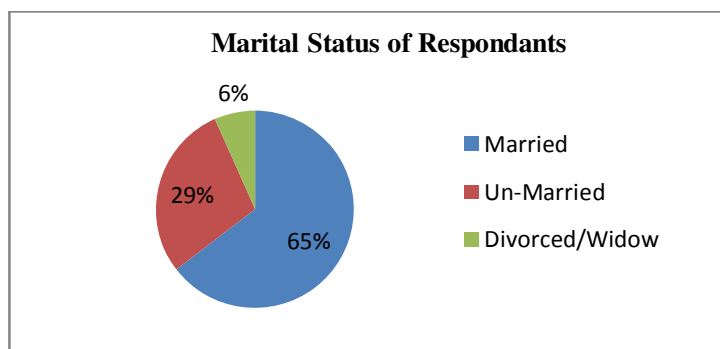


Graph I

Source: Primary Data

Analyses: The graph I is showing the education level of respondents. It is indicating that 40 respondents were professional qualified as like doctors and nurses. 70 respondents were post graduates, 30 were graduates and only 10 respondents were held HSSC certificates.

Marital Status

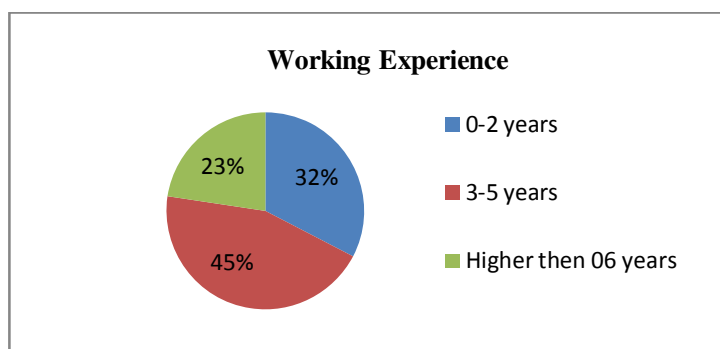


Graph II

Source: Primary Data

Analyses: The graph II is showing the marital status of respondents. 97 respondents were married, 43 were unmarried and 10 were divorced or widow.

Working Experience



Graph III

Source: Primary Data

Analyses: Graph III is showing the working experience of respondents. It is highlighting that 49 respondents have 0-2 years working experience, 67 have 3-5 years and 34 respondents have more than 06 years working experience. The education was recorded to find out the relation of problem with job experience. For example a women that is suffering from lack of transport may be used to with issue after some time but a women that started work newly may describe it in detail.

Time for home

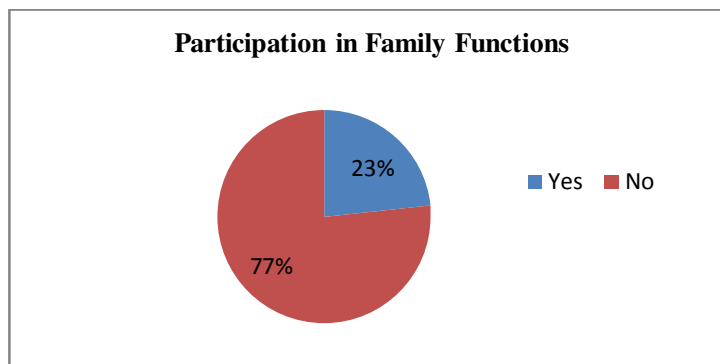
Table 1. Adequate Time for Home

<i>Department</i>	<i>Frequency</i>	<i>Yes</i>	<i>No</i>
Education Department	37	23	14
Health-Doctors	13	7	6
Health-Nurses	27	20	7
NGOs	33	0	33
Sales Representatives (Cellular Companies)	40	0	40
<i>Total</i>	<i>150</i>	<i>50</i>	<i>100</i>

Source: Primary Data

Analyses: The table 1 is showing that 100 and majority (66%) respondents from all professions fell that they are not giving proper attention and time to their home/family which is required. It was observed 50 respondents have fixed duty schedules or have jobs near to homes had adequate time for their homes and families. It shows that employed women neglect their families (Rizwani & Sabir⁷ 1976, Relston 1990 and Rehana⁸ 2000).

Participation in Social Gathering

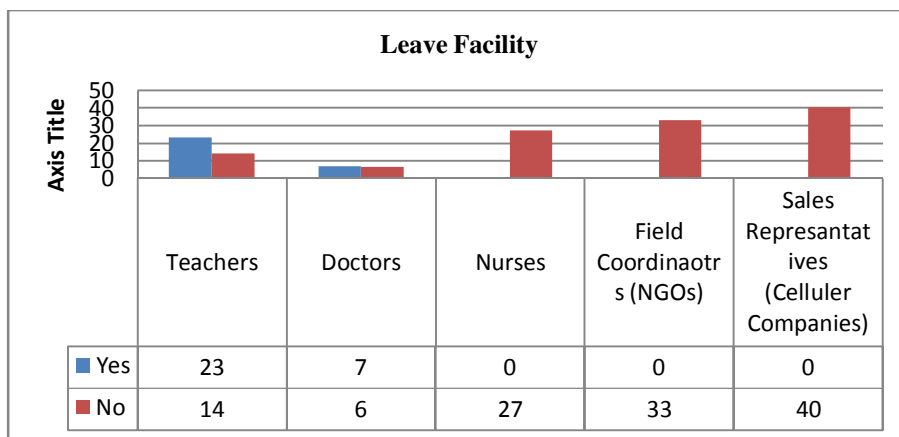


Graph IV

Source: Primary Data

Analyses: Due to job working women (115) even cannot participate easily in social gathering or family functions. The respondents shared that due to shortage of time, lack of availability of transport in late hours and long working hours are the reasons therefore they are unable to join social gatherings. The results of ongoing study are compatible with Ralston (1990) that working women with tough duty schedules faced more family problems then working women with flexible duty schedules.

Leave Facility



Graph V

Source: Primary Data

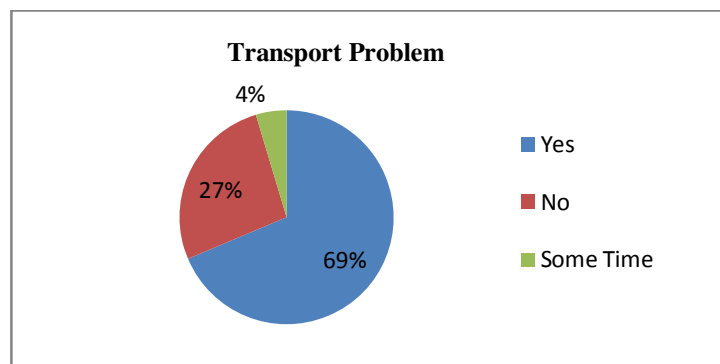
Analyses: The graph V is showing the leave facilities on urgent basis. Only 40 respondents can avail leave easily and on urgent basis. A major cause to not to participation of working women in family or social gathering is difficulties to acquire leaves. Most of family function took places in nights and working women cannot participate due to late arrival from these functions. Therefore they cannot get proper sleep. Either research has proved that working lives of working women may improve through family friendly policies (Pearl & Linda⁹).

Case Study 1

She was working in a national level NGO. She has had 04 years degree of business administration. Her boss was male and district programme officer (DPO) was female. During her job she took an admission in weekend diploma programme. After 06 months when diploma was completed she found that she has 02 papers in working days. She put a leave application to her boss. Her boss sent it to DPO with remarks “Its matter of her future, moreover she have no important assignment therefore leave may be granted”. But she was shocked then her lady District Programme Officer (DPO) rejected application and put a note “With whom permission you took admission. Please provide NOC”. It was very critical situation for the employee. She discussed this matter with her colleague and on her advice she wrote a mail higher authority of the NGO. After waiting of 03 days she did not receive respond. Even 01 day before she tried to contact with higher authority but it was not done. After all she went to her diploma exam. Amazingly when she joined her duty after 04 days (02 days holiday and 02 off) she received reply of her mail that she cannot get leave. She should take NOC before admission. When DPO informed the higher authority on her off, he ordered to deduct her 10 days salary.

Transport Problems

Transport problem (shortage of public transport) is very common in almost all country. Women friendly transportation is not introduced in Pakistan. Not only working women but also girls’ student faces this problem on daily basis.



Graph VI

Source: Primary Data

Analyses: The graph VI is showing the respondents transportation problems that they face. The result is showing that 103 respondents faced transportation problems on regular basis. 40 respondents don’t face this problem. It was observed that most of NGOs employee don’t face transportation problem because they were provided pick and drop facility. 07 respondents face some time transportation problem. Availability of public transport in morning and evening is very old issues. Still no reasonable and women friendly transport available in Sukkur. Although CNG rickshaws are fulfilling the lack of public transport but due to non availability of CNG, working women cannot afford high fares.

Sexual Harassment

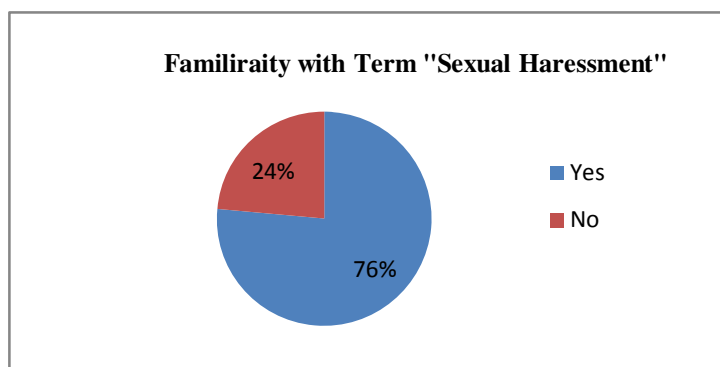
An unreasonable and unjustifiable common routine practice at many workplaces is sexual harassment (Moosa¹⁰ 2013). Goonesekere¹¹ (2004) argued that sexual harassment is an unethical code of conduct that women find threaten or offensive. Authentic data regarding

sexual harassment is not available in Pakistan. UNISON¹² (2008), research shows that up to 50% women employees in EU have experience of sexual harassment.

During 2008-10, total 24119 cases of violence against women were registered. Among of them only 520 was work place harassment (Parveen¹³, 2010). Some people argue that Pakistan is an Islamic country and work place harassment is not present here. But in 2010 government passed a bill “The protection against harassment of Women at Work Place” that shows the problem is existing.

Knowledge of Harassment

All the respondents were asked that they know the term “Sexual Harassment”? 107 respondents (76%) replied in yes. It’s mean almost maximum respondents familiar with term or knows regarding sexual harassment.

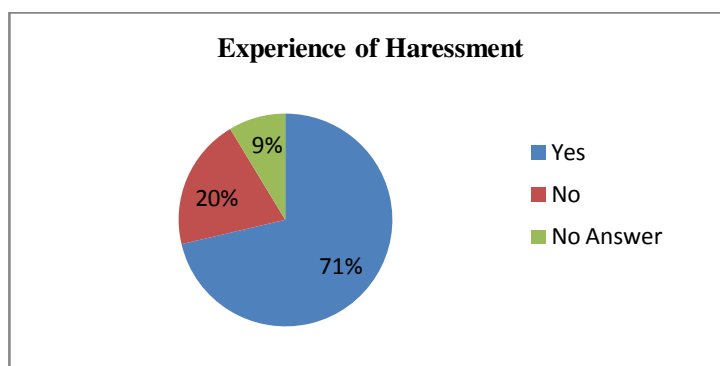


Graph VII

Source: Primary Data

Experience of Sexual Harassment

The respondents were questioned that did they ever experience of sexual harassment? The responses of respondents are as under:



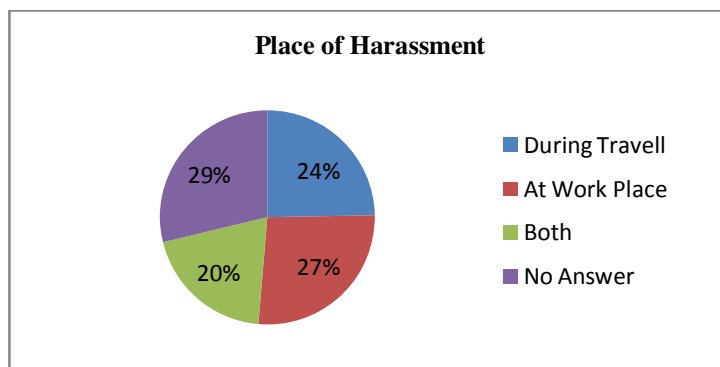
Graph VIII

Source: Primary Data

Analyses: Graph is showing that 107 respondents have the worst experience of sexual harassment. 30 respondents shared that they never have this experience and 13 respondents did not reply.

Harassment Experience Place

Working women suffer from various types of harassment. They face harassment on 1. During job or work place 2. During their mobility or 3. Both places.



Graph IX
Source: Primary Data

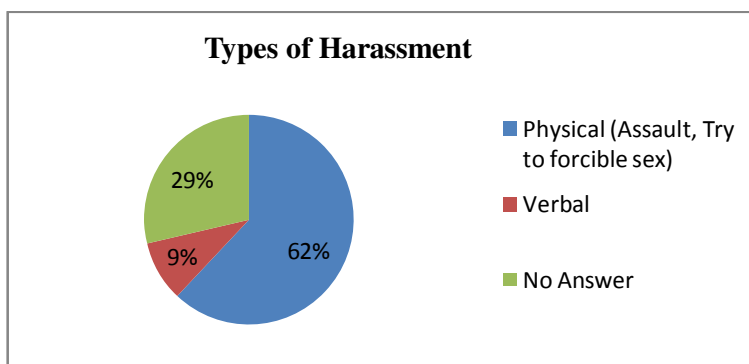
Analyses: 37 respondents faced sexual harassment during travel. It was observed that respondents from education department faced harassment during their travel either morning or evening. Jagori¹⁴ & UN women (2011) argue that women face high level of sexual harassment at public transport is. Respondents from education department have minimum contact with men at work place therefore they have less chance to harass at work place. 40 respondents faced at work place. These respondents were from health department and from NGOs respondents faced at work place while 30 respondents faced at both places. These respondents were from health department. While 43 respondents did not answer. The condition of public transport system is very bad in Sukkur. Still old model of Suzuki vans are being used for travel. Therefore women especially working women are easy target. They are forced to face this offense due to non availability of substitute.

Case Study 2

I was working in my office. When my colleague entered in my room with a office file in his hands. He put file in front of me and took a chair. He wants to discuss some field issues. During the discussion he turned the topic towards dress of women. He said women herself exploit the sexual urge of male with help of their dressings. He shared some name of our colleagues that must be raped after some time due to their dressings.

Type of Harassment

Usually working women face underneath type of harassments



Graph X
Source: Primary Data

Analyses: 93 respondents shared that they faced physical harassment. 14 faced verbal harassment and 43 respondents did not answer.

CONCLUSION

It is evident from the study that working women face many problems. The study was explorative in nature to investigate the problems of working women in Sukkur. Through the research we tried to identify maximum problems of working women that they face from morning to evening. Although researcher identified sexual harassment is a ground reality in workingwomen of Sukkur. But there is entire need of new research on awareness regarding “Protection against Harassment of Women at Work Place act 2010” and response of working women against harassment. Majority of the respondents have not enough time to serve their families. Therefore management should introduce employee friendly policies. The work of government not only passes the legislation but also need to monitor its implementation.

RECOMMENDATIONS

1. Government as well as NGOs must sensitize community on women rights.
2. District government Sukkur should introduce working women friendly transport system.
3. NGOs and civil society must aware the working women regarding system of complaint if they face sexual harassment.
4. Social Organizations or the institute there workers are women must introduce women friendly policies.

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