

## An Analysis On Socio-Economic Problems Of Women Workforce In Industrial Sector

**Muneera Moula Buksh**

Department of Social Work  
University of Karachi

**Nasreen Aslam Shah**

Department of Social Work & Women's Studies  
University of Karachi

**Muhammad Faisal Zia**

Department of Social Work  
University of Karachi

### Abstract

Since the 1970s, women's involvement in the factory and industrial activities has been one of the most important characteristics of many developing countries. Paid work is often seen as a means of assimilating women into the development process. The development endeavors of third world countries have adversely affected women and removed women from financial activities. The present study appraises gender discrimination and sexual harassment of working women in the industrial sector. And the inequality of remuneration between male and female employees in various industries in Karachi. For the purpose of data collection survey research method has been used for the analysis of 200 respondents for this study. The paper's outcomes indicate that the impact of paid employment on women factory workers is intricate and contradictory. An evaluation of women's perception as factory workers demonstrates that they have been exploited in different ways on the manufacturing floor and have suffered new forms of patriarchy outside the family. However, they frequently do not control their remunerations and often tolerate the double incumbrance of generative and productive activities. They enjoy sovereignty and dominance from family male chauvinism to a certain magnitude. Nevertheless, it is necessary to deal with the problems of the women factory worker and create new opportunities for them in society at the governmental and provincial level.

**Keywords:** Industries, Labor Intensive, Workforce, Wage Gap, Women Development.

### تلخیص

۱۹۷۰ء کی دہائی کے بعد سے ہی ترقی پذیر ممالک میں خواتین کی صنعتی شعبوں میں شمولیت ایک اہم ترین موضوع رہا ہے۔ بیشتر جگہوں پر خواتین کی ترقی کے عمل میں شمولیت کو اُجرت والے کاموں سے منسلک کر دیا جاتا ہے لہذا

پاکستان سمیت دیگر ترقی پذیر ممالک میں ترقی کے عمل نے خواتین کو بری طرح متاثر کیا ہے جس کی وجہ سے خواتین کو روزگار کے حصول کی سرگرمیوں سے دور رکھا جانے لگا ہے۔ زیر نظر مطالعے میں صنعتی شعبوں سے منسلک ملازمت پیشہ خواتین کے صنعتی امتیاز اور جنسی ہراسگی جیسے مسائل کو موضوع بحث لایا گیا ہے۔ تاہم شہر کراچی کی مختلف صنعتوں سے وابستہ مرد اور خواتین کے درمیان معاوضے کے فرق پر جائزہ لیا گیا ہے۔ اس تحقیق میں سروے کا طریقہ کار استعمال کرتے ہوئے ۲۰۰ جواب دہندگان سے مواد جمع کیا گیا۔ تحقیق کے نتائج سے واضح ہوتا ہے کہ صنعتی شعبوں سے منسلک ملازمت پیشہ خواتین پر تنخواہ دار ملازمت کے اثرات پیچیدہ متضاد ہیں۔ نہ صرف صنعتی اداروں میں خواتین کا استحصال کیا جاتا ہے اس کے ساتھ ساتھ خاندان سے باہر بھی ان کو پدرشاهی نظام کا سامنا کرنا پڑتا ہے۔ آجر خواتین کی اُجرت کو اپنے زیر اثر رکھتے ہیں اور ایک خاص حد تک خواتین کی خود مختاری پر بھی غالب آئے ہوئے ہیں۔ بہر حال فیکٹریوں میں کام کرنے والی خواتین کی مشکلات کو حل کرنے کے لیے حکومتی اور صوبائی سطح پر اقدامات اٹھانے کی ضرورت ہے۔

کلیدی الفاظ: صنعت، محنت کش مزدور، افرادی قوت، اُجرتی تفریق، خواتین کی ترقی

## Introduction

As in the 1970's, the accessibility of paid jobs for females in the Third World has been one of the most imperative features of post-colonial universal economic rearrangement (Ward, 1990: 2). Throughout that era, leading development discussions emboldened developing nations in Asia, Africa, and Latin America to pursue export-oriented industrial development policies in pursuit of development (Sinha, 1995: 558; Tamborini, 2007: 24). In these nations, economic restructuring is mainly based on the industrial basis of exporting textiles, clothing, electronic products, toys, footwear and seafood to the international market. These factories and industries account for the vast bulk of women in developing countries. In these states, export manufacturing has always been a vital sector of the economy.

While men typically have more formal sector employ chances, in developing countries, women encompass a major part of the industrial labor force as they are considered to be biologically and passionately more appropriate for the repetitive, low-skilled trades in these industries and low-paying employments (Wright, 1997: 84). In the initial time of 1980s, the Pakistani government embraced an export-oriented industrialization policy. Later then, clothing and seafood factories have become the main source of occupation for working women in Pakistan (Khan, 2005: 223-224). The export sector, specifically the export-oriented garment manufacturing industry, has established rapidly in Pakistan, bringing females into attractive forms of service almost overnight, associating them to the global economy. Beforehand the development of the garment industry, due to very limited career opportunities, professional women in Pakistan were almost undistinguishable in the paid labor market in the formal sector.

The market-oriented universal manufacturing commerce has created huge employment opportunities, particularly for women, and job openings bring the most direct reimbursements to them. Nonetheless, the number of females partaking in paid labor has risen steeply, generating a fierce debate about the freedom/manipulation of women through factory labor (Heyzer & Kean 1988: 3). This study tries to scrutinize this long-standing theoretical debate and explore the influence of industrialized jobs on women working in Pakistan's export-oriented garment and seafood factories. This study summarizes the specific familiarities of female factory workers, both as women and as workers.

Assembling women into export-oriented business and factories is a means of including them in the improvement process (Lim, 1983; cited in Ward, 1990: 2). Up until the 1970s, development was essentially a paradigm of gender sightlessness, and free development theorists paid little consideration to women's understandings. They disregard women's outmoded production roles in the source of revenue, and tend to think that manufacture tasks are wholly performed by men.

Liberal economists observed development as a procedure in which monetary growth and women's assimilation will go hand in hand (Cagatay & Ozler, 1995: 1884). Boserup (1970) confronted this view, which claimed that the procedure of economic growth gave men fortunate access to new skills and learning, which caused in variances in male and female productivity. Hence, proficient women are at a drawback in the labor market, leading to their dependency on men. Seeing this situation, Boserup endorses that women assimilate into development through paid employ. The integration argument holds that employ and access to resources will lessen women's dependency on men, so freeing them from their subsidiary status in civilization (Tiano, 1986: 158).

Enlarged demand and petitioning by feminist activists have caused a variation in the leading development discourse, and developers accentuated that women are assimilated into the development procedure by generating jobs for them (Tinker, 1990: 29). Meanwhile the 1970s, the development model has altered from an import-substitution mechanization policy to an export-oriented mechanization method, which purposes to generate goods for the universal market. Developers ruminate females as potential labourers in export businesses because they see females as underused human means (Safa, 1995: 33).

### **Statement of the Problem**

The study emphasize on the familiarity of female industry workers, particularly the experience of females as factory workers at the same time. The research primarily contains human relations, relational affiliation experience, the salary gap amongst men and women, and the related backdrops that affect

these affiliations. Scholar is predominantly interested in discovering the interpersonal relationship among men and women working in factories from the viewpoints of family, industry, and culture. The researcher used the ideas of feminism and social science to conduct this exploration, in order to generate a space to reiterate and reflect the numerous views of the applicants in this study. Researcher initial attention was in discovering the life experiences of women working in fisheries and garment factories. And to know about t causes of sexual harassment and gender discrimination amid women factory workers. The researcher studied other research outcomes, concentrating on the influence of remunerated employment on working women and the familiarity of working Pakistani women in clothing, pharmaceutical and fisheries industries.

### **Objectives**

Following are the objectives of the present research.

1. To find out the reasons of gender discrimination and sexual harassment against working women in industrial sectors.
2. To find out the wage gap between men and women employees in industrial sectors.
3. To find out the awareness about rights of women in industrial sector.
4. To find out the socio-economic problems faced by working women in industrial sector in Karachi.

### **Review of Literature**

Women's increasing contribution in export factories and industries in emerging nations has enthused new areas of exploration and theoretical debate, particularly in terms of the influence of employ on them. Meanwhile the mid-1970s, more and more hypothetical and research progresses have produced pioneering allowances in the Women in Development (WID) pattern, enlightening the effect of paid employ on women working in export-oriented industries in unindustrialized nations (Punch, 1998: 111). Lin assumed that the cause for the extensive interest in studying the influence of factory work on females is the historic coincidence of the growing interest in the fluctuating role of women in the realm as the third world export manufacture enlarges. A huge number of readings on the physiognomies of female factory workers, working situations, pays, and job-related and health risks within the factory have revealed that through employ in the industry, the incorporation of women is more unfair for them (Elson & Pearson, 1981a, 1981b, 1997; Safa, 1981; Nash & Fernandez-kelly, 1983; Bandrage, 1984; Young, 1984; Greenhalgh, 1985; Wolf, 1990b).

Supporters of this study asserted that third world females have assimilated into development, and their further incorporation into industrial production does more harm than good. Conferring to this view, “women provide cheap and easily

expandable labor because of discriminatory employment practices. A gender-segregated labor market and insufficient preparation will weaken their position in the labor market. Moreover, fierce competition for scarce jobs usually keep wages low and make workers obey" (Tiano, 1986: 159). Other studies deliberated the availability of employ openings for females in the formal and informal sectors, and reported that factory work is more redeeming for women, who mostly benefit from service in export-oriented industries (Lim, 1983, 1990, 1997; Krugman, 1997; Sargent & Matthews, 1997; Feenstra & Hanson, 1997; Meyer 2006). Consequently, earlier research findings have caused theoretical negotiations about the influence of female employment in factories and industrial manufacturing.

As recommended by Beek (2001: 1565), the base of research will assume the interests, familiarity, values and thoughts of researchers, although the ideas of researchers will influence the outcomes of the research. In order to fully recognize the impact of employ on women in the factory, we must examine their circumstances in all the surroundings in which they interrelate and live. Consequently, in this study, the researcher mean to study the theoretic understanding of the topic, and explore the living situations of working females from the perspective of family, service and social environment, and continue to interact with other sponsors in it. Researchers have faith in scrutinizing their life experiences from all these environments will produce an overall impression of their lives.

So, the export-oriented clothing and seafood industries have made imperative assistances to Pakistan's socio-economic progress. Its prominence and impact make it an interesting research backdrop. In Pakistan, notwithstanding relatively small numbers, in-depth investigation on women's employment in paid export industries and the paid labor market instigated in the 1990s (Hossain, Jahan & Sobhan, 1988, 1990; Feldman, 1992; Hoque, Murayama & La Rahman, 1995; Kibria, 1995, 1998). These studies engrossed on the gender side of the export-oriented development of garment and seafood manufacturing factories, covering several aspects comprising migration, socio-economic impact, the well-being of garment workers, work-related mobility, coping with factory life and factory salaries.

The research literature mostly emphasize on the substantial increase in women's employment in the recognized economy. Researchers try to discover the influence of paid employment on qualified women. Though, these studies infrequently give us an idea of the extent of male-controlled relationships that might exist on the factory level. In tallying, there has hardly been any comprehensive study of female factory workers as women, garment factory workers and members of society at the same time. Researchers rely on this that it is very significant to truly grasp this matter. Hence, in this study, the researchers propose to cover all these aspects of women's lives to study the effects of garment, pharmaceutical and seafood factory work on them.

## Theoretical Framework

The theory of structural violence proposed by Johan Galtung is consistent with present research theme. Galtung (1969) said that there are military ranks, recitalists, and representatives inside the structure. Resources are unequally dispersed contained by the structure. The theory of structural violence can prove the plight of women workers in industrial sectors. This theory explains how workers are so cleverly exploited by their employers, and why their reputation or status in the social structure or social scale is so dangerous with destitution, earthly misfortune, and agonizing suffering. Ho (2007) elaborated on the "Structural Violence Theory" proposed by Johnan Gatlung. Gatlung (1969) identifies what actually violence is? Violence refers to any verbal, emotional, institutional or physical behaviour that prevents people from fulfilling their potential and undermines their rights. Galtung (1969) revealed one more characteristic of violence, which is preventable. This means that violence is not predictable. The author discusses two prominent traits of world, such as the inequality and inconsistency of rights among people of entire globe. Ho (2007) presents instances of political and economic structures, including classes and class confederations, and numerous organizations. There are go-betweens in the structure. Galtung (1969) believes that the power within structural resources is unequally allocated among representatives. Ho (2007) discloses that the individuals in the structure are not free actors, but they are caught in the liaison inside the structure, which determines their identity. Therefore, it is not the individual who controls fate. Ho (2007) also deems that decisions within the structure are not based on lucidity. The structure allows the agency to be controlled on individual. The author presumes that a different characteristic of structural violence is that the violence in the structure is indirect, and no one can determine the offender of the violence. Galtung (1969) reconnoitres that financial discrimination comprehends from structural violence. Contained by the structure, due to the uneven distribution of power, some people become richer and richer every day, while others become poorer and poorer on daily basis. Poverty hinders the development of people's potential. Galtung (1969) also declared that the prevailing environment has exacerbated inequality between people and agents.

Furthermore, Karl Marx's theory of alienation may be associated to the conditions of women factory workers. Marx said that beneath the capitalist system, labourers have no control over their own toil, and they are estranged from the manufactured goods they produce. They are not able to buy clothes which are produced by themselves. The amount of money the factory workers make can never confirm their dream of wearing these beautiful outfits. These labourers are also isolated by their own nature because they cannot consider or think about their capability. They do not know what capabilities they have. In addition, women factory workers are alienated from the upper social class. As Marx said, the employer always gains profits at the sacrifice of the suffering and pain of the workers. The pleasure of the owner caused the labourers to pay excruciating pain. For female factory workers, this is totally true. We have noticed women workers lost their

lives in various collisions in factories, and several women workers were injured or disabled. The magnificent leader is the boss, and they lead a luxurious life. When workers somehow maintain their lives, they can satisfy their material desires.

### Methodology

The present study used exploratory methods. The data was composed of women working in factories in Korangi, Liyari, Landhi, Site Area and Ibrahim Hyderi, Karachi. The secondary data is obtained for this study and chi-square technique is used to test the hypothesis. The scholar used the snowball sampling method, a non-probability sampling method. The researcher also used qualitative and quantitative methods. The sample of this research comprised of 200 female factory workers amongst the ages of 18 and 60 years. A questionnaire cover societal demographics, private and education correlated aspects and it was compiled in Urdu and English as a research tool for this study. It is essential to test the dependability and fluency of the questionnaire, and pre-test the questionnaire before the actual data collection. Rendering to the pre-testing, the research questionnaire has been completed and finalized.

### Findings and Discussion

**Table: 1**  
**Distribution of respondents according to their age**

Age in Years	Frequency	Percentage
18-25	30	15%
26-33	40	20%
34-41	80	40%
Above 41	50	25%
<b>Total</b>	<b>200</b>	<b>100%</b>

Table shows that the age of respondents lies between 18 years of age to above 41 years of age. Data described that 40% of respondents have 34-41 years of age, 25.00 of respondents were above 41 years of age, and 20% of respondents were 26-33 years of age. It is showed that majority of the respondents having age of 34-41 years of age because of the surge of inflation women of all ages were affected.

**Table: 2**  
**Distribution of respondents according the wage gap in industrial sector**

Wage Gap	Frequency	Percentage
Yes	160	80%
No	40	20%
<b>Total</b>	<b>200</b>	<b>100%</b>

Data shows that 80% of respondents facing wage gap and 20% of respondents did not face wage gap in the industrial sector. Most of the respondents suffer this issue of wage gap because the unequal remuneration in the industrial sector still

exists, constraining encouragement and keeping women's status scummier than men. Although women's employment in the industrial sector is in equal in various areas such as income and gender roles which effect their career mobility.

A study accompanied by M. Arifur (2010) found that the impact of paid work on women is complicated and contrary. An investigation of women's views as factory workers displays that they are subjugated in the industrial sector, specifically in different ways, and have experienced new forms of authoritarianism, as if they could not control their pays. They also face remuneration differences in the garment, seafood and pharmaceutical industries. Exploring their views as family members shows that income enhanced their status in the family. While they often cannot control their earnings and often bear the double burden of production and generative activities, they enjoy autonomy and freedom from family patriarchal to a certain extent. In addition, women's partaking in the labor market and their continued presence in the male-dominated space is constantly contending with traditional concepts of gender and social significance. This situation also affects women to challenge male authority to a certain extent. Although the challenges are not extensive, they may still create new possibilities for women in society.

**Table: 3**  
**Distribution of respondents according to gender discrimination and sexual harassment against working women in industrial sector**

<b>Gender Discrimination</b>	<b>Frequency</b>	<b>Percentage</b>
Yes	180	90%
No	20	10%
<b>Total</b>	<b>200</b>	<b>100%</b>

Following table indicates that the 90% of respondents face gender discrimination and sexual harassment while 10% of respondents did not face it. Moreover, the survey results also revealed that women are facing new forms of manipulation, such as gender discrimination, abuse, and harassment in the industrial sector, which shows that gender allied restraints on social collaboration cannot be easily changed. Due to the male-controlled rule in society, women mostly suffer from discrimination and disparity in access to health, education, employment opportunities and other facilities.

Sadrudin piloted a study on sexual harassment and gender discrimination in the workplace in 2013. The study is prevalent in Karachi, Pakistan. It is normally believed that the city's societal customs are most beneficial to women's work. Research accounts that they or their co-workers have been sexually distraught in the workplace. Consequently, by enlightening the working environment, female factory workers in Karachi can more easily accept existing job probabilities. In 2010, Pakistan passed a new law prohibiting sexual harassment in the factory. Sadrudin's research shows that only 2% of women know this law. The International Labour Organization and other organizations are implementing plans to improve the

workplace environment based on this legislation. It will be useful to evaluate the impact of these plans on the recruitment and retention of qualified female workers.

**Table: 4**  
**Distribution of respondents according to the awareness about rights of women in industrial sector**

<b>Awareness About Right</b>	<b>Frequency</b>	<b>Percentage</b>
Yes	30	15%
No	170	85%
<b>Total</b>	<b>200</b>	<b>100%</b>

The above table shows that 85% of respondents do not have awareness about their rights while 15% of respondents have awareness about their rights. It is clear that majority of women factory workers do not have awareness about their rights due to the lack of education and interest to knowledge about their rights. Therefore, women worker's health, security and employment conditions are enormously dismal and not well-protected by laws of labour in factories, let alone their implementation. Greater fortification of women workers' rights is important, not least because it is all over the world issue.

The cognizance of rights and remuneration discrimination may be the explanation for this pattern, but it is difficult to distinguish it from differences in skills and experience empirically. Women's occupational isolation and low demand for professions deemed appropriate for women are another reason. Cheema et al. (2012) found that a large percentage of industries and factories do not employ women at all. This is related to strict gender norms and is consistent with employers' perception of the specific cost of hiring women in the workplace. The cost of ensuring its safety. The market's returns to women's education seem to be very uneven, while the return to education through increased wages is extremely low for primary and secondary education, and higher for higher education. It must also be pointed out that even at higher levels of education, women's labor participation rates are still low, where remuneration is higher, and women seem to be able to obtain higher-level white-collar jobs. This shows that due to lack of education, women do not understand their rights and they also suffer from low-paying jobs.

**Table: 5**  
**Distribution of respondents according to the problems faced by women worker in industrial sector**

<b>Problems</b>	<b>Frequency</b>	<b>Percentage</b>
Low Salary	80	40%
Harassment	70	35%
Gender Discrimination	50	25%
<b>Total</b>	<b>200</b>	<b>100%</b>

Data elaborates that 40% of respondents face low salary issue, while 35.00 of respondents face harassment and 25% of respondents face gender discrimination in

workplace. Most of the respondents have low salary issue due to unequal power relations in society, women factory worker struggle with gender discrimination, workplace harassment, and domestic violence. However, the employment of women in the industrial sector is proof of the shift in the domestic balance of power.

Conferring to a 2006 report by the World Bank, in Pakistan a simple chance for men to favor job opportunities, whereas women's jobs are regularly actively denounced. In many social situations, women who go out to work, specifically in factories, are not deemed "reputable" as they have to face remuneration gap issues and gender discrimination. As this humiliation disturbs the entire family, other decision makers in the family (for example, a woman's husband or in-laws) may confine women's verdicts about whether to work from home. In most cases, women report that they do not even have any role in determining to seek paid employment, and the degree of control a woman retains over the decision to seek employment is closely related to whether she participates in the labor force.

### **Conclusions**

There is no word on the impact of the industrial sector to Pakistan's economy. The success in this field proves that Karachi has the capability to participate in the global market. The industrial sector has driven economy of country to forward and cemented the approach for greater achievement. Industrial sector also presents a plinth for the oppressed rural people, especially women, to free them from the hegemonic bucolic and fundamentalist social network. The industrial sector has broadened its horizons in front of women workers. Although work in factories and industry is difficult. Several female workers were slayed in numerous collisions in the factory. Female factory workers still face social discrimination. They cannot save enough money to ensure future safety. They have no job security because mostly industrial unit do not release authorized contract documents for workers. Forced labour still survives in non-compliant manufacturing works. There are many gaps during the research. Female workers cannot tell the supervisors the true situation of the factory. Women factory workers did not receive enough allowances to afford the minimum comfort housing. These women workers are neglected of their basic rights, such as taking sick leave, weekend leave, medical facilities, and etc. The materialism and cruel greed of the boss caused all these pains to the women factory workers. If strict, rigorous and neutral adjudicators check all violations, female factory workers will lead a good life.

### **Recommendations**

- The industrial unit should be stricter and foreseeable for violations of the rights of women workers in factories that violate regulations.
- If violations of the rights of women workers are discovered, the government can increase the power of inspectors to impose penalties on the owners and the factory authorities immediately.

- NGOs should play their positive role and allowed to advocate women worker's rights more actively.
- Civil society must arrange more negotiations among shareholders in the industrial units.
- The trade union should efficiently protect the rights of women workers in a systematic way.

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**Muneera Moula Buksh** is Ph.D. Scholar in the Department of Social Work, University of Karachi, Karachi, Pakistan.

**Dr. Nasreen Aslam Shah** is Dean, Faculty of Arts and Social Sciences, University of Karachi, Meritorious Professor in the Department of Social Work and Director, Centre of Excellence for Women's Studies, University of Karachi, Karachi, Pakistan.

**Dr. Muhammad Faisal Zia** is an Assistant Professor in the Department of Social Work, University of Karachi, Karachi, Pakistan.