

TRACING THE SNAPSHOT OF WORKING WOMEN: A BEHAVIOURAL ANALYSIS OF THEIR FAMILY MEMBERS

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In Pakistan there is hardly any field of endeavor in which women are not playing their significant part. In our society, working women has to perform multiple roles. They are permanent members of the labour force. To keep balance between home and office is a major problem of working women. This study was done to ascertain socio-economic characteristics of working women and undertake behavioural analysis of their families. The present study was conducted in Faisalabad City. A total of 200 female were selected randomly in readymade garments industry and thus respondents were interviewed by using simple random technique. It was noted that about 57 percent workingwomen were not consulting their husbands for making household and socio-economic decisions. There might be two reasons for this negation. First, husbands considered it bad to discuss with women on such issues. Second, working women considered themselves superior because they had gained confidence while doing work. The favourable attitude of the husbands was a great source of encouragement and happiness for the workingwomen. It was estimated that women with great job security were highly satisfied with their life and leading a happy one as compared to those workingwomen who were at the threat of job insecurity. A favorable attitude of the in-laws made their life happier than those who faced unfavorable attitude of their in-laws. It is concluded from study findings that single and young women got preference for job in readymade garments industry. Government should take necessary measures for the betterment of readymade garments lady workers. There is a need that male should change their social attitude towards working ladies; avoiding harassment at the working places.

INTRODUCTION

In Pakistan, women have long been playing constructive role in the economic and social development of the country. There is hardly any field of endeavor in which women are not playing their significant part. Many of them are working both in and outside their home. Acquiring a job is not so difficult for educated women in the cosmopolitan cities, but for those who are less privileged, without the right background, life is not so fortunate. The lack of education is big hindrance in this regard, but our family setup also discourages many from moving outside their homes, as they have to look after the needs of the families.

According to Govt. of Pakistan (2003), the female labour force participation is far less as compared to male participation rate and as such their participation in economic activities is also low. According to crude activity rate (CAR) s during 1999-2000 the labour force participation for both sexes was 29 percent in which male participation was 47.6% and female participation was 93%, while according to refined activity rate (RAR) during 1999-2000 participation of both sexes was 42%, Male participation was 70.4% while female participation was 13.7%.

As increasing numbers of women make the transition from the household sector into the labour market, dramatic changes in household composition have occurred that have thrust many into the role of provider. This new role of women has led to dramatic and rapid changes in attitudes, as well as in the institutions and laws relating to women's work roles and conditions of employment.

In our society, working women has to perform multiple roles. They are permanent members of the labour force and they simultaneously bear the major responsibility for home and childcare. To keep balance between home and office is a major problem of working women. Fortunately, these women possess number of skills that can help them in bringing in much-needed extra income for their families. There is a need to steer them in the right direction (Maryam Yunus, 2000).

Women are an equally important part of our society. Their ideas and their work, all are important for our developing country. All of us have to serve our country, it has given us a lot too. We were born in the world all alone, our country gave us shelter, food, education and even oxygen. How can we repay all this that our country has given us? We can certainly not do it by sending our men, only half the population to serve for the whole of the population, why only men carry the burden of whole population? (Hiba Zahoor, 2001).

OBJECTIVES

- 1) To study the socio-economic characteristics of working women.
- 2) To measure the role of working women in their families.
- 3) To find out the relationship between status of working women and their fertility behaviour.
- 4) To draw some policy lessons for improving the status of working women.

MATERIAL AND METHODS

The present study was conducted in Faisalabad City. A total of 200 female were selected randomly in readymade garments industry and thus respondents were interviewed by using simple random technique. Data collected was used to achieve the objectives defined in this study. Besides frequency distribution of the respondents in terms of various characteristics and behavior, the findings so obtained was also presented in cross tabular forms.

Data Analysis

After data collection, tally sheets were prepared and data were future analyzed and interpreted to draw conclusions and make necessary recommendations.

Statistical Techniques

For the sample analysis of data, percentage test was applied as a statistical technique. The formula for calculating the percentage is as under

$$P = \frac{F}{N} \times 100$$

Chi-square

Chi-square test was applied to ascertain relationship between independent and dependent variables. χ^2 was computed by following formula.

$$\chi^2 = \sum \frac{(O-E)^2}{E}$$

Where:

O = Observed values

E = Expected values

Σ = Total sum

In order to judge the significance of results, the calculated value of chi-square was compared with the tabulated value at a given degree of freedom, If the calculated value of chi-square is greater or equal to the table value of chi-square at 0.05 percent probability

level, the association was considered significant. Otherwise it was regarded as non-significant.

Conceptualization

Conceptualization is to defined certain scientific terminologies within research frame work in order to clearly communicate the meanings to the reader. Conceptualizations is much difficult in social sciences compared to any other discipline because the same concepts are sometimes used with different meanings by different researchers. Some of the concepts used in the present study operationalized as under.

1. Working Women

Workingwoman in the present study stands for the married woman, working in any field to earn money.

2. Socio-Economic Status

It refers to one's standing in the society in relation to others. In the present study the indicators of socio economic status used are Education, Occupation and Income

3. Family

Family is a group of intimate people emotionally involved and related with by the blood, marriage or adoption, responsible for the production and rearing of children, living together (Horton and Hunt, 1976). There are three types of family which are discussed as Nuclear, Joint and Extended family

4. Satisfaction

Webster defines satisfaction as: "Satisfaction is the fulfillment of needs, wants or attainment of desired ends". (Webster, 1969)

Supreme purpose of all human pursuits is to satisfy his/her needs when things are more in accordance with his/her wishes /desires, he/she feels satisfaction. In present study satisfaction was measured as under scoring category of Yes (1) and No (2).

5. Attitude

Attitudes is a readiness which is traced towards or against some situation, person or thing in particular manner e.g. love, hate or fear to a particular degree of intensity. Attitude of individual reflects his opinion and inner thinking about certain aspect of life. Attitude govern our social action or our behaviour (B.B. Sherma, 1992).

RESULTS AND DISCUSSION

The results obtained after analyzing the data have been presented under the following sections.

i. Frequency analysis

Table 1 reveals that to some respondents, larger family size was a matter of prestige and economic power. This class was found to be in the proportion of about 33 percent. On the other hand for majority of the respondents i.e 67 percent big family size is not a matter of prestige. There are two important results that are relevant to these findings. Since majority of the respondents were educated, so large family size was not necessarily a matter of prestige for them. It was further noted that 48 percent workingwomen did their household activities themselves. This reveals that the

consulted their husbands in making important decisions of life. A great number of workingwomen were found to be happy from their life. Most of them belonged to nuclear family system and if joint family system, majority of the family members were in favour of job. This finding further reveals that the availability of job for the workingwomen is the matter of happiness for them and rest of the family members. On the other hand, about 43 percent workingwomen were not leading a happy life probably due to more economic stress, unfavourable working environment, lack of confidence from the family members and discouraging attitude of the society as far as job is concerned.

Table 1. Percentage distribution of the opinions of respondents according to different behavioural situations

Response	Large Family as a matter of Prestige	Self performance of husbands activities	Extent of Hardness of Job	Job Security	Job Beneficial for the Family	Consulting Husbands while Making decision.	Level of Happiness
NO	67	52.0	27	20.0	29	57	43
YES	33	48.0	73	80.0	71	43	57
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

extent of burden on them still lingers on even after working 8 hours in a day. Majority of the workingwomen were of the view that the extent of the job was very hard. There is great possibility of the fact

Table 2 indicates that majority of the fathers were not in favour of the work women were doing. Their conservative attitude might be a source of unhappiness for the workingwomen. This set of class consisted of

Table 2. Attitude of the family members towards job of working women

Response	Father's Attitude	Mother's Attitude	Sister's Attitude	Husband's Attitude	In-Laws Attitude
Unfavourable	55.0	43	48	40	43
Favourable	45.0	57	52	60	57
Total	100.0	100.0	100.0	100.0	100.0

that the latter group of working women had become used to the job and working environment while the former class was newly entrant in the job market so their being hard feeling is genuine. Although 20 percent respondents were of the view that job was not secure for them, but majority of them found their job secure. So majority of the working women were found to be very satisfied because they were of the view that their job was beneficial for their families in terms of economic survival.

It was noted that about 57 percent workingwomen were not consulting their husbands for making household and socio-economic decisions. There might be two reasons for this negation. First, husbands considered it bad to discuss with women on such issues. Second, working women considered themselves superior because they had gained confidence while doing work. In spite of these findings there was a great strength of working women who

about 55 percent while 45 percent fathers were found favouring their daughters in the job. The favourable attitude of the fathers was a great source of encouragement and happiness for the workingwomen. Table shows that majority of the mothers were in favour of the workingwomen doing their job. The favourable attitude of the mothers was a great source of encouragement and happiness for the workingwomen. The favourable attitude of the sister was a great source of encouragement and happiness for the workingwomen. This set of class consisted of 52 percent while 48 percent sisters were found unfavouring their sisters in the job. The conservative attitude of some sisters might be a source of unhappiness for the workingwomen. Majority of the husbands were in favour of their spouses doing their job. The favourable attitude of the husbands was a great source of encouragement and happiness for the workingwomen. The favourable attitude of their in-laws

Table 3. Happy life of the respondents in terms of job security

			HAPPY LIFE		Total
JOB SECURITY	NO		NO	YES	
		% within JOB SECURITY	76.7	23.3	100.0
		% within HAPPY LIFE	35.4	8.2	20.0
		% of Total	15.3	4.7	20.0
	YES				
		% within JOB SECURITY	35.0	65.0	100.0
		% within HAPPY LIFE	64.6	91.8	80.0
		% of Total	28.0	52.0	80.0
Total					
		% within JOB SECURITY	43.3	56.7	100.0
		% within HAPPY LIFE	100.0	100.0%	100.0
		% of Total	43.3	56.7	100.0

Table 4. Happy life of the respondents in terms of in-laws attitude

			HAPPY LIFE		Total
IN LAWS ATTITUDE	Unfavourable		NO	YES	
		% within INLAWS ATTITUDE	57.7	42.3	100.0
		% within HAPPY LIFE	63.1	35.3	47.3
		% of Total	27.3	20.0	47.3
	Favourable				
		% within INLAWS ATTITUDE	30.4	69.6	100.0
		% within HAPPY LIFE	36.9	64.7	52.7
		% of Total	16.0	36.7	52.7
Total					
		% within INLAWS ATTITUDE	43.3	56.7	100.0
		% within HAPPY LIFE	100.0	100.0	100.0
		% of Total	43.3	56.7	100.0

was a great source of encouragement and happiness for the workingwomen.

ii. Cross tab analysis

In this section it has been visualized how much proportion of the respondents are satisfied with a particular situation when the education level, family type and status of job is changed. Such a cross-tabular analysis is very helpful in realizing the situational trends among the respondents, which are not properly revealed when simple frequency analysis is manipulated.

Happy life of the respondents in terms of job security

The level of satisfaction of the workingwomen was also measured in terms of job security. There is a general trend in factories that women are fired in a situation when there is less supply of labour due to less demand of the garments production in the factory. It was estimated that women with great job security were highly satisfied with their life and leading a happy one as compared to those workingwomen who were at the threat of job insecurity. When there was a risk of job insecurity, 77 percent respondents were not leading a happy life. Only 23 percent working women were found

to be satisfied in this crucial situation. On the other hand in a job secure situation there were 65 percent women who were leading a happy life. It indicated that even in job security scenario, there was a proportion of about 35 percent respondents who were unhappy. Their level of dissatisfaction might be related to some other factors. The table further reveals that majority of the workingwomen were leading a happy life. This relates to the fact the paid work is a major source of satisfaction for the families and a good denominator of their happiness. The Chi-square which is 1.2.

Happy life of the respondents in terms of in-laws attitude

It was estimated that when the attitude of the in-laws was against the job of the working women, there were not as happy as that of the cluster of population who enjoyed the satisfactory support of their in-laws. A favorable attitude of the in-laws made their life happier than those who faced unfavorable attitude of their in-laws. Table 4 shows that when there was unfavourable attitude of the in-laws, there were 63.1 percent workingwomen not leading a happy life. But when there was favourable attitude of the in-laws, the level of happiness was strengthened to the proportion of about 67 percent.

CONCLUSION

It is concluded from study findings that single and young women got preference for job in readymade garments industry. Majority of the females were working just to support their families. The married workers reported that the occupation of their husbands were less prestigious and semi-skilled. They were working for the education of their children and to support the family. The major problem for married women was to look after their children. Most of the women had low salary but they were working in sufficient light and air, the working conditions were good. Findings also explored that educated women

were also working in readymade garments industry. Taking into account all the facts, it can be declared that the attitude of the people towards working women is changing. Now the males want that the females get education and do jobs but working in industries is still considered unreceptive. A change in this direction is highly correlated to the favourable policy measures to be drawn for the working women. A policy agenda for working women must begin by rejecting out model stereotypes about women's work and by recognizing the needs of women as providers. Particularly needed are provisions guaranteeing equal pay, adequate childcare and support services, and equal employment opportunity for members of both sexes. (Barrent Nacy, 1983). Government should take necessary measures for the betterment of readymade garments lady workers. There is a need that male should change their social attitude towards working ladies; avoiding harassment at the working places. It is not only essential ethically but also according to the teachings of Islam it goes against the dignity of man.

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