

# Gender Beliefs and their Effects on Women's Career

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Approved By



*A Thesis submitted in partial fulfillment of the requirements for the degree of MS  
in Sociology*

**Submitted By**

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**132- FSS/MSSOC/S13**

**DEPARTMENT OF SOCIOLOGY  
INTERNATIONAL ISLAMIC UNIVERSITY  
ISLAMABAD**

**2015**



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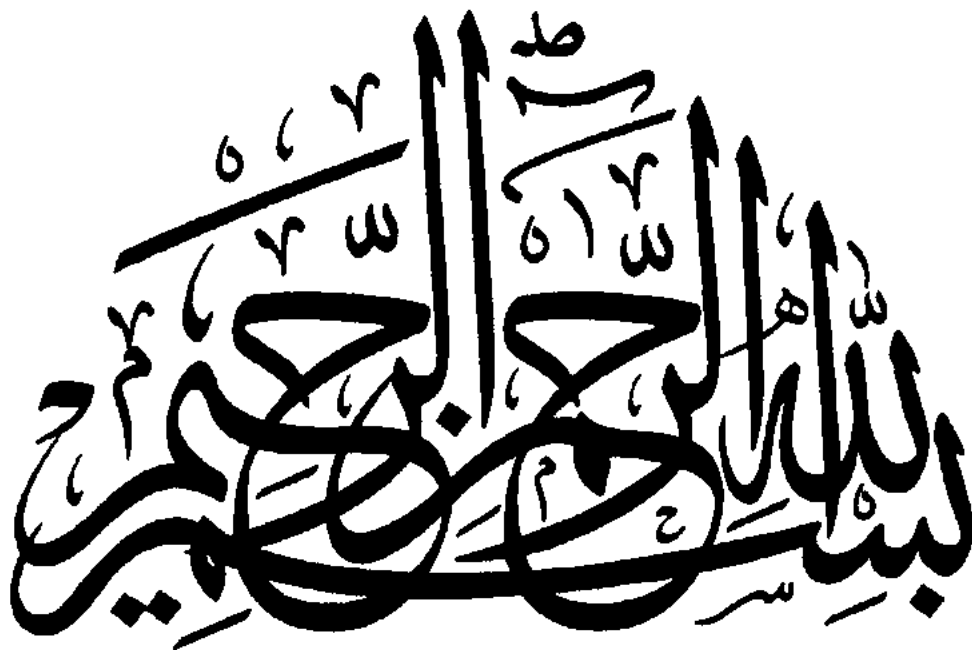
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**INTERNATIONAL ISLAMIC UNIVERSITY ISLAMABAD, PAKISTAN**

**FACULTY OF SOCIAL SCIENCES**

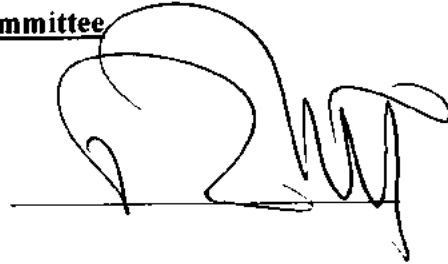
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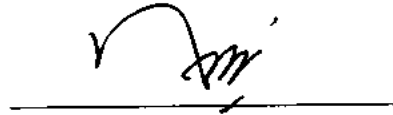
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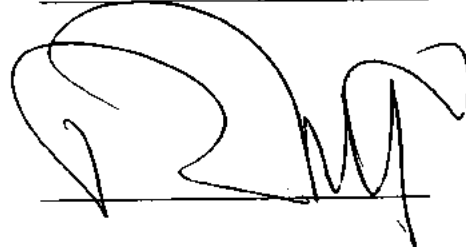
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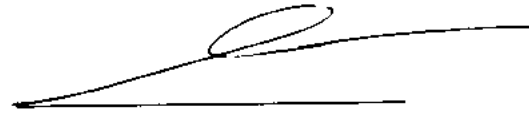
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## Abstract

The growing social awareness across the world has raised a number of issues among which gender equality and empowerment of women is significant. Gender discrimination with an increase in number of women into market place due to current socio-economic situations, there has been explicit changes observed with respect to norms. Women are performing both roles at house hold as well as at organizations by opting jobs. They are facing an unseen barrier as “glass ceiling” that resists their upward movement. Globally women have progressed and reached at a new place at organizations, but they are still facing problems. This situation is even more critical in patriarchal society like Pakistan where gender is highly segregated. The present study is designed to investigate how gender beliefs prevail in organizations and how different dimensions of gender beliefs create hurdles in the progress of women. It also gives a new dimensions i.e how globalization leads to modify the notion of patriarchy that allows females to work at different organizations. Triangulation of method or mixed method approach was used to dig out the phenomena. Data for the current study was collected through in-depth interviews from women working in Private Organizations in Gilgit city by opting purposive sampling method. The study contributed to the current discourses on gender by exploring the experiences of women in private organizations. Clearly majority of the women reported to be working to use their degree, to support family, to become economically strong. Hence, their main reason to work was to enhance their living standards. Due to gender beliefs women faced certain challenges from family, cultural values, religious factors and social expectations that influence their career progress. These challenges were in the form of expected role demands, patriarchy, and low paid and unsecure jobs. Women working in NGOs and private sectors were considered as unislamic and tolerated, while teaching and medical are considered as respectful. Moreover, due to globalization like transformation of ideas, values, culture and capital the patriarchal structure of society has been modified and most of the females are working according to their choice.

# Gender Beliefs and their Effects on Women's Career

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*Dedicated to*

*“My parents Mr. & Mrs. Muhammad Bashir for their  
encouraging attitude during the whole academic career of my  
life”*



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**Iffat Bashir**

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# **Chapter # 1**

## **Introduction**

Gender is a social phenomena that indicates the roles, responsibilities and characteristics that society considered appropriate for male and female (Sharma, 2012). Gender does not refer to only men and women but the factors that influence the personality traits of male and female during the process of socialization. These roles and responsibilities are influenced by social, economical, historical, religious and cultural realities (Catheline, 2013).

The obligation of these roles and acceptance of these characters create gender inequalities that differentiate both on the basis of power and authority. At work place gender inequalities are noticeable and sustained. Work plays an important role in shaping power and status of male and female, this factor promotes inequalities in distribution of every day jobs (Sharma, 2012).

During the late 20<sup>th</sup> century, gender equality has become a major focus in the global world. Women due to their gender faced many challenges at home as well as at work place. Moreover these challenges are social, economical and cultural, which are due to poverty, low pay and occupational segregation. While due to expected role demands at home they faced many problems that influenced their career progress (Inglehart and Norris, 2003).

The main purpose of this study was to explore gender beliefs and their effects on women's career. The study investigated how gender beliefs prevail in society and how different dimensions of gender beliefs have created hurdles in the progress of women. My major argument was that women face different problems at organizations that

sometimes resist their upward movement. Different factors like organizational practices, male culture, family and social commitments lead to influence their upward movement.

The 21st century has seen a dramatic shift in traditional family dynamics and greater recognition of gender in legislation has helped pull apart gender-role divisions. According to Lyon (2002) Pakistani society is based on three factors i.e. gender segregation, collectivism and asymmetrical relationship. Due to expected specific gender roles of society working women faces double edge pressure. Women are rarely involved in decision making issues regarding to their career and are still less likely than men to be associated with leadership positions. Another factor that underlines certain expectations about gender is role stereotypes constructed by social and cultural norms. Stereotypes about men and women have a huge impact on our beliefs about how they should (or should not) behave.

Gender beliefs that prevailed in every society vary from culture to culture and women become restricted due to expected cultural values and societal expectations, in some societies these gender beliefs do not allow females to avail male dominated positions and creates hindrances in career progress. However, in patriarchal society women could not access to certain opportunities i.e. property rights, decision making rights, right to own land and business. In Asian countries women faced many unseen barriers that influenced their career progress. This unseen barrier is known as “glass ceiling” which is implicit phenomena that created problems towards upward mobility of women and was used first time in 1986.

The concept of glass ceiling indicates various theoretical perspectives that indicated the obstacles that influenced career progress of women. These obstacles are attitudinal, behavioral and structural faced by women at work place (Manasara,

2013). In patriarchal structure some qualities are often assumed to be associated with males i.e. leadership, competitiveness, confidence, objectivity, aggression, responsible these aspects are labialized on the basis of gender. Secondly, due to approach of male members in high positions, who mostly involved in decision making issues such as recruitment, selection, strategic planning and promotion outcomes rather any distinction between male and female. Thirdly, domestic constraints, child care issues and house hold responsibilities limits opportunities of women (Manasara, 2013).

### **1.1 Back ground of the study**

Gilgit-Baltistan formerly known as the Northern Areas is the northern administrative part of Pakistan. Its administrative center is the city of Gilgit (population 216,760). Gilgit-Baltistan plays a very vital role in the sustainable development of Pakistan. Geographically it is a small area but contain so much potential in natural resources to help the region flourish. Gilgit-Baltistan is one of the main sources of irrigation for agriculture and production of hydro-electricity for many parts of Pakistan. This northern part of Pakistan contains most of the mineral reserves, natural forests, unique and rich culture and also historical sites which attracts a lot of people towards them (Gilgit, 2011).

Gilgit is the city where 'trade routes and water-bodies intersect, especially on the ford of rivers'. In local vocabulary it is also known as the place where three mountain ranges meet. The literacy level in Gilgit city is comparatively high with respect to other districts of Gilgit Baltistan. It has large number of Educational institutions from Primary education level to Higher Secondary Education. According to NCHD-GB over all literacy rate of GB is 53 percent whereas female and male literacy rate is 41 percent and 64 percent respectively. The area is traditionally male dominated, with

women working primarily in the home or in agriculture. Average household size is approximately eight people (Gilgit, 2011).

### **1.1.1 Status of women in Gilgit Baltistan**

The growing social awareness across the globe has brought a number of issues, among which gender equality and empowerment of women are very significant. The scheme of higher education through the Aga Khan Development Network (AKDN) in Gilgit-Baltistan has transferred the real economic power to the hands of women and has considerably reduced their dependence on men. This has helped in empowerment of women and building self confidence, but lack of education often comes in the way and many a times they have to seek help from their husbands for day to day work i.e. bank accounts, etc. Higher education provides an opportunity to these women to improve their knowledge and skills. The higher level learning will also help them to play an effective role in the whole society. AKDN help not only in the encouragement of women's education mechanism and processes but also provide opportunities for young girls to come forward, get higher education and play a vital role in the future in their respective families (Murtaza,2012).

Cultural and religious sensitivities in the region denote that women's autonomy is severely limited. But increased emphasis on girl's education is spreading to areas within the region which were previously noted for their resistance to it. This is evident by the growing number of requests to AKESP and other NGOs for educational and community development support. Gradually, women are coming out of their home and taking their place in the wider community. Nevertheless, woman's lives continue to be circumscribed by the decision of men and these decisions can be crucial in

determining the extent to which each woman is able to fulfill her potential (Murtaza, 2012).

The female literacy rate is considered to be 100 percent in a few villages dominated by the Ismaili sect. The major factor contributing to this is the awareness and promotion of female education among the community members by their spiritual leader, late Sir Sultan Muhammad Shah Aga Khan III. His contribution included setting up of a chain of Diamond Jubilee Schools in remote villages. Although there are some areas in the southern part of Diamer district which do not even have a single female school, owing to traditional norms regarding women's status in the society, the situation is slowly improving because of the initiatives taken by some local NGOs.

Education is regarded as the key factor in overcoming the barriers that women faced and the basic tool for empowering women and bringing them into the main stream of development. Education not only provided knowledge and skills to improve health and livelihoods, but it empowered women to take their right place in society and the development process. Education gives status and confidence in decision making. Educating women is the key to reducing poverty. The need for women education is emphasized all over the world. Women status in the society and education is interrelated. All over the world movements have been carried on to reduce illiteracy as stated by Bhatt and Sharma (1992) "The movement for improving women's status all over the world has always emphasized education the most significant instrument for changing women's subjugated position in society." Women's education has an important role in the development of nations. The literacy rate of women also has impact on the economic condition and reduction of poverty of the country (Murtaza, 2012).

## **1.2 Research Question**

- How gender beliefs prevalent in the society in general and in organizations in particular act as barrier in women's career?
- What kind of pressure and barriers women face at organizational level?

## **1.3 Hypothesis**

Gender specific beliefs create barriers which hinder women's performance at work place.

## **1.4 Objectives**

- To explore the impact of gender beliefs on women's progress in organizations.
- To identify the barriers that working women face at work place.
- To explore the socio-economic status of working women.

## **1.5 Significance of the study**

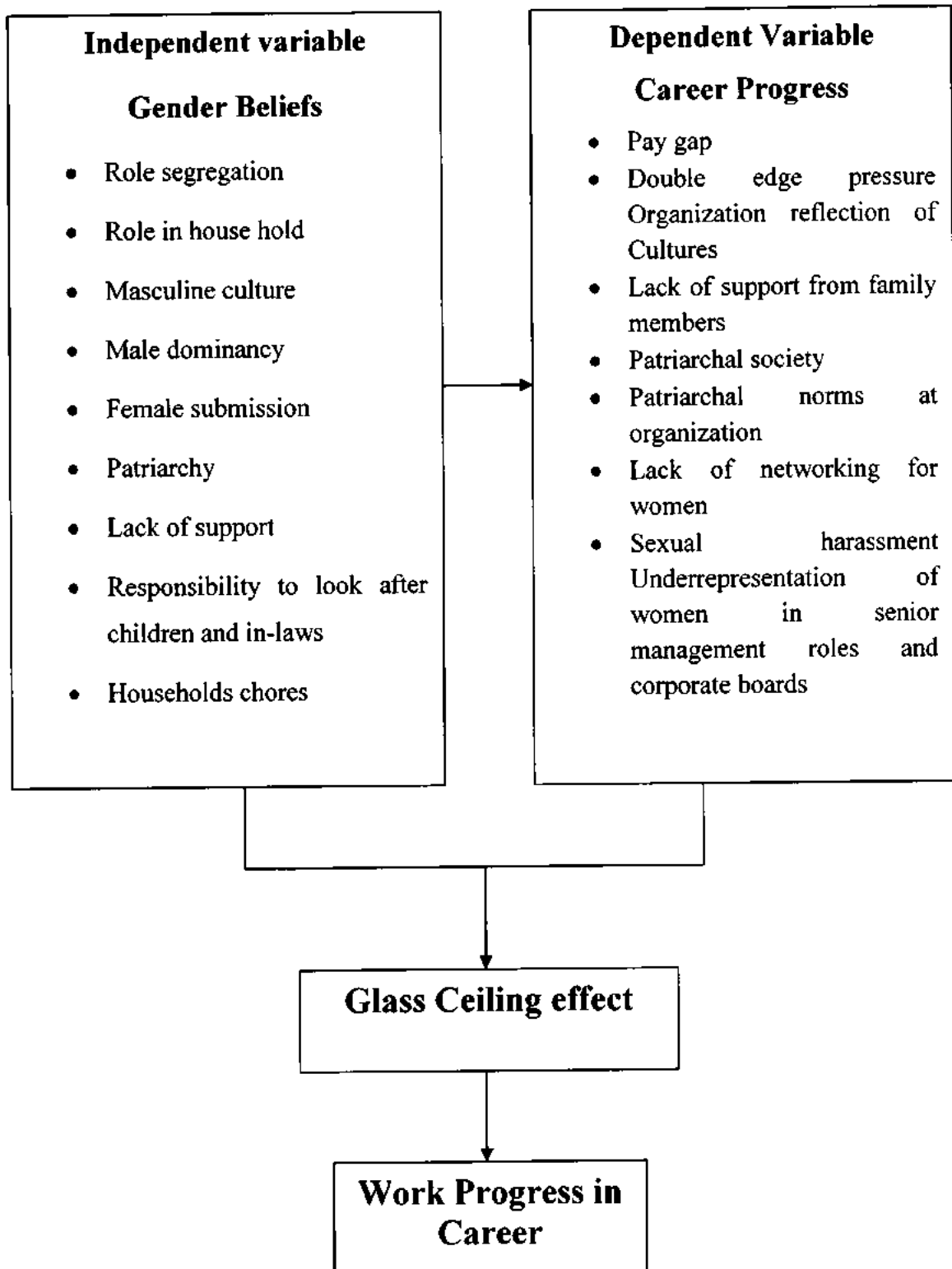
The study helped to investigate the practical issues faced by women at organizational level and while doing so it also attempts to explore what makes some women different? Why some women are able to get at the top while others can't? The study is also significant since very little research has been done on the organizational performance of women in workplace and their capability to reach top management level despite resistance from the unequal role distribution at workplaces in the context of Pakistan (Gilgit city). It also helps to investigate due to what reasons women cannot share it with their family and friends? It also identifies the factors that lead to understand the reason behind the problems faced by working women of Gilgit city.

## **1.6 Limitations of the Study**

Though there are few limitations of study as limited time, budget and area but still this research will be significant as it is the pioneer study in the domain of career success to

explore the gender beliefs and their effects on women's career in context of Gilgit city.

**Figure 1.7 Conceptual framework and Operational framework**





## **Chapter # 2**

### **Literature Review**

#### **2.1 Theoretical Framework**

Feminist's perspective was used in this study in order to analyze the status of men and women that promotes gender equality with the purpose of addressing women's lives. A feminist theorist also discusses various issues i.e race, class, ethnicity, sexuality, nationality, and age that interconnect with gender (Crossman, 2014). This theory is most concerned with women issues and emphasized on different ways that women have contributed to society (Crossman, 2014).

#### **2.2 Liberal Feminists**

Liberal feminism's emphasize on gender equality and equal opportunities on education, equal pay, and ending job sex segregation, better working conditions. It promotes equality in traditionally patriarchal society (Lewis, 2014).It also focuses on issues that lead to enhance women's upward mobility and promotes gender equality (Crossman, 2014).This study also emphasized on equality in different aspects i.e. education, equal pay, equal authority in decision making issues. Moreover due to cultural expectation, expected role demands females faced many challenges, these factors leads to prevail glass ceiling effect that influences women progress in career.

#### **2.3 Gender**

Gender is a social construct phenomenon that is based on roles, behaviors, activities and attributes that a society considered as appropriate for male and female. The obligation of these roles promotes gender differences and acceptance of this character creates gender differences between men and women that tuned to promote one group

to the detriment of the other (WHO). Gender equality refers to the view that male and females should treat equally in all aspects of life and there should be no discrimination on the basis of gender. According to the United Nations Universal Declaration of Human Rights equality should be in law, social situations such as democratic activities and securing equal pay for equal work. Social situations like egalitarian activities can be prevailed in society when both male and female are able to achieve same rewards without any gender differences. Women in many countries have made progress in different sectors .Due to gender they always experience differences or inequalities at workplace that leads to influence their progress in career (Brinton, 2010).

#### **2.4 Gender beliefs**

During the process of socialization, it is expected from boys and girls to learn specific role and behavior that are often referred to as masculine and feminine. These role and behavior influences the personality of an individual and are considered appropriate for male and female (Freeman, 1985).

Children attain values, beliefs and behavior during the process of socialization, these personality traits also set their gender identity. Gender identity developed on the basis of gender stereotypes. During the process of socialization children learned gender identity that set their gender role performance. Gender role behavior vary at different culture and societies, it also depends on age, ethnicity, education and occupation (Child Psychology 2003).

Gender inequalities at work place are cleared and continue. Work place shapes the status and power of man and woman that leads to promote gender differences at everyday jobs. Different strategies are made in modern era to overcome gender

discrimination. However in developing countries, at work places there are many sensitive and delicate problems regarding gender inequalities. Women always experienced differences or inequalities at workplace that leads to influence their progress in career. According to Tata Consultancy Services (2012), due to gender beliefs women in India face many problems. They rarely participate in senior management roles, organizations and commercial boards (Sharma & Sharma, 2012). According to the International Labor Organization (ILO), working women face gender differences at workplace. Women also experience low pay, unsecure jobs and the rate of unemployment of women is high as compared to men. They face gender different at different stages like enrolment, education, compensations and occupational segregation (ILO, 2003). In South Asia, working women have increased largely, these women are still facing different problems like access to labor market, pay gap, glass ceiling, and sexual harassment (ILO, 2003).

## **2.5 Women at work place in Western Europe**

The social-economic statuses of women in the western liberal states are improving rapidly. Their participation in labor market, low wage gap is enhanced, these factors improved their social-economic status. In European Union, (EU) Member States developed social policies against gender differences at work place and have gathered a lot of experience to focus the practice. However, In European countries gender discrimination still prevails. Therefore, there is contradiction between the view point that female face less harassment in euro centric work environment. EU has played an important role at eliminating the gender gap; and countries like France, Germany, and The United Kingdom have proven boldness in these efforts (Zaman, 2014).

In France and United Kingdom women contribution in labor market has developed throughout the history. In 20<sup>th</sup> century, women were only over a third of the total work force in France. However; in 1950s women participation in labor market became a norm (Walter, 2003). By 2000, women were 48% percent of the overall labor force, while 80% percent of women aged from 25 to 49 were employed (Walter, 2003). However, as compared to men the rate of unemployment for French women is higher. With overall French unemployment rate at 10 percent in 2000, the rate for women was 11.9 percent and for men was 8.5 percent (Walter, 2003). Similarly, in the United Kingdom, in the four decades from 1959 to 1999, women's employment rose from 47 percent to 69 and behind only Denmark, Finland, and Sweden among EU countries (Walter, 2003). Women are more likely to work to continue working through the child caring years. For example, 76 percent women in 2000 continued to participate in economic activities as compare to 56 percent in 1971 (Walter, 2003).

## **2.6 Women at work place in South Asian countries**

In Asian countries women practiced low pay and low skilled jobs where sexual harassment occurs frequently. On the basis of gender, discrimination occurs in Asia-Pacific region. For the enhancement of women's economic contribution, the UN women have focused on that woman, who belongs to urban and rural areas of south Asian countries like India, Pakistan, Bangladesh and Nepal and expelled from socio economic and political opportunities (Zaman, 2014).

In India women work in worse level positions i.e. unskilled, low paying and with little control over the basic tools of production. Jobs and career opportunities for women depend on education, class, caste, religious, regional, urban/rural location, and family

background. Contribution of women in economic activities is influenced by “notion of honor and respectability” (Walter & Desai, 2003).

## **2.7 Women at work place in Pakistan:**

In patriarchal structure of Pakistani society women face lots of challenges, but in the past two decades we can see greater change in economic stability and status of women. Pakistani women due to her strong determination and government supportive recent laws participate in different working sectors which were considered to be taboo for them (Farhat, 2013). In rural areas women is more involved in agriculture and industrial level, where working environment is not conducive and they are not paid according to their work performance, most of the females are involved in low rank jobs with low compensations as compared to males. In urban areas, their status and economic condition is much better most of the females are doing jobs and support their families moreover only few are allowed to work at different areas, while others who convince their families are allowed to work in teaching and medical (Shafiq, 2013).

In Pakistani society mostly males are considered as bread winners and decision makers. Most of the females are dependent on males who are responsible to take decision about their employment, career and marriage. According to Moghadam (1999) due to the increase in globalization like transformation of capital, ideas, culture and values the notion of patriarchy has been modified and female are allowed to work according to their choices, but still they are facing inequality and gender differences at work place. These differences are in various forms like pay, decision, timings, rewards etc. In Pakistani companies 4.6 percent of board members are

women, while in National Assembly out of 342 seats 78 seats are occupied by women (Welle, 2011).

## **2.8 Glass ceiling:**

Women due to their gender face an unseen barrier which creates problem to their upward mobility, this unseen barrier is called glass ceiling effect. The term glass ceiling derived during 1980s, it is an implicit phenomena that prevails at work place which influence women progress in managerial and other leading ranks (Manasara, 2013).

It is termed as glass because it is an unseen obstacle and a woman at work place is unaware of its existence until she knockouts the wall, like it is not an explicit practice. Glass ceiling is new term in women literature. This term was used in 1986 Wall street journal. Different theoretical perspectives are presented by Glass ceiling literature that explains different obstacles that hinder career advancement for women. These barriers are in the form of attitudinal, behavioral and structural that influence women progress in career. Early perceptions are focused by Biological differences i.e. between men and women that explain a greater participation of men in senior management. There are certain characters towards the feature of men such as: leadership ability, competitiveness, confidence, objectivity, aggression, ambition, forcefulness and desiring responsibility. Attitudes of the senior male colleague regarding to the decisions made in an organizations such as recruitment, strategic planning and promotion also influences the unequal career advancement of women. A third perspective focused on issues women face such as structural or organizational restriction. These can be viewed in straightforward practical terms at the level of the organization, such as a lack of child-care arrangements, networks or role models as well as encompassing domestic constraints. It is visible after reviewing previous

studies that glass ceiling phenomenon aspects differ according to the western and eastern countries. The concept of glass ceiling is different in western and eastern countries. For example in Norway's state bureaucracy, organizational practices do not face any hindrances that stop females to enter in managerial position, and there is no problem faced by females in doing both work like work at home and office. Women in senior management positions in United Kingdom faced problems due to child birth childcare, work with family and personal commitments. One of the study in Malaysia regarding to women managers showed that women managers faced glass ceiling effect in their work place which influenced career progress of women managers like women do not receive organizational support networking, monitoring and family assistance for work. In Malaysia women face family and personal issues, these issues creates problems in upward mobility i.e. towards managerial positions, and this notion is strongly supported by Australian women. In Middle East, association between women, management and globalization has explored. It has been found that in labor market, gendered organization and cultural practices women faces social and organizational barriers. A Lebanese study found that as we move towards upward women participation in top managerial posts in the banking sector is rare, while its also found that as compared to women, participation of male members is very high in top management (Manasara, 2013).

## **2.9 Sexual harassment:**

Sexual harassment is another factor that indicates the inequalities and discrimination at work place. The term was originated by feminists in 1976. It includes "unwanted sexual advances, whether touches, looks, pressures to have sex, or even jokes". There are two types of sexual harassments, first is known as quid pro quo harassment which take place in order to get benefit e.g. female is enforced to involve in sexual

activities for her upward mobility.. The other one is associated to any benefit, related to a insensitive environment. Involvement of women in private/public sector is one of the main factors for their economic and financial stability .Sexual harassment is considered as a barrier that influence women progress at work place .In Asian countries it is against the human dignity and human rights, which leads to inequality between men and women (Nari, 2003).

In Bangladesh 51% women enter in labor force, 63% in agriculture, 27% in service sector, and 10% in industrial activities, women in Bangladesh faced double threat due to sexual harassment at different organizations. They suffer from many abuses like physical, psychological and sexual abuses at work place. Health survey on safety system in the garment industry indicates that sexual harassment is considered as major stress for garments workers (Nari, 2003).

In Nepal different researches on sexual harassment indicates that women are more vulnerable to sexual harassment at work place,53.84 % women reported of being sexual harassed at work place,23.08% women responded that they were aware of sexual harassment at work place. However, the issues is not raised openly because of being taboo, and do not prefer to share with friends and authoritative. Also, there is no such legal law to overcome sexual harassment at work place (Jahan & Rehman, 2015).

Like other forms of knowledge, stereotypes are part of each individual's cultural inheritance moreover, they are learned early in life and are transmitted from one person to another, often before people have the ability to override them or reject them. As a result, people form implicit gender stereotypes, which automatically associate men and women with stereotypic traits, abilities and roles (Banaji, 1996).



Women can do extremely well in different fields such as space exploration and rocket science. In economic development of the country females play an important role and they take part almost the same as their male colleagues. On the other hand females also face various issues. At times, they are considered as lower level than male colleagues and do not deal equally at work places. Sometimes they receive unequal profit as that of male worker. At work place females faces different problems i.e unequal pay, lack of appropriate family support, security issues, sexual harassments,, etc. However, most of the time women's contribution is more efficient than male colleagues but they are not fully paid (JetHR, 2013).

#### **2.10 Lack of Family Support**

There are many issues working women faces one of them is lack of family support. Sometimes, woman is not allowed to left house hold work and joins office. They do not allow women to work late at night which also influence the career progress of women (JetHR, 2013).

#### **2.11 Poor Security**

Poor security is another important factor that resists women's upward mobility. Working women in different sectors suffers from many problems because of inappropriate safety measures offered to the workers. They also face various abuses i.e. rape and sexual abuses while departing to home, these issues are due to unavailability of security (JetHR, 2013).

#### **2.12 Insufficient Maternity Leaves**

Working women face insufficient maternity leave, this factor affects their personal lives as well as work performance of women. These issues creates hurdle in the progress of women that influence their career progress (JetHR, 2013).

## **2.12 Women's Work**

Working women suffers from many complications at office, as well as at home. Most significantly, for a women work means various things, it consists of five main meanings, but most point out more than one. These meanings reflect the various aspects of women's lives i.e. social, financial, and caring for others etc. Moreover some of them mentioned, as change in meanings is due to change in their priorities over time for example, from being adolescent to having a family. Women reported that their income is very important to carry household activities, half of them mentioned that if they stop to earn, it will affect their family status. Most of the women provide full time services. Majority of women have various characteristics in their lives i.e. they are having work with family, caring for others etc. These factors influence the choices for employment of women and they became restricted toward their work opportunities because of various roles and responsibilities (Green & Moore, 2004).

## **2.13 Main barriers to employment and progression**

### **2.13.1 Childcare / caring for others**

In the lives of women different factors like childcare and taking care for others strongly influenced their career and create hurdles in their future progress. Caring responsibilities i.e. taking care of children influenced females career opportunities. These aspects deeply affect women's choices and decisions. Men and women who make time out of the labor market to look after their pre-school children, back to the labor market to the earning below men and women of the same age, who do not had any break in whole careers (Green & Moore,2004).

### **2.13.2 Lack of support / encouragement**

In labor market, chances of training for females are also associated with position of females. Women with least opportunity to jobs training includes women having children, women part time jobbers, women with low education, women working at low ranks, and women with low salaries. Due to work responsibilities, females cannot show full concentration in different opportunities related to training and cannot increase their skills. These dedications were related to gender differences like for female taking care of family and children which influence their career progress. (Green & Moore, 2004).

### **2.14 Women in power and decision making**

There is certain degree of agreement toward the major aspects faced by women that leads to hamper their career progress, and stop them to settle in decision making and power related positions. It is socially constructed aspect that all men are naturally bread-winners and “leaders”. On the other hand women are servers, and care takers. Different beliefs regarding to gender, indicates that female is restricted to avail certain opportunities regarding to their career. In 21 century, this notion still exists that working women cannot become a devoting mother. She may not be able to maintain stability between work and family life. Some women who works in upper level job in commercial domain, feels it’s difficult to continue their role for a long period (July, 2014).

Moreover, during the process of socialization men and women are treated in such a way that creates psychological barriers that influence their ability of decision making and leadership roles. Women are treated as insecure, feeble and subordinate, these factors doesn’t let them to avail male roles. At the same way, different factors like

power, authority are associated with male, and not let females to reach high positions. This situation makes a process in society where females perform secondary roles. Technology, un equal education, low skills, and low level of training affects the ability of power and leadership roles. Due to gender females have to select feminized field of study, they remain suppressed in certain fields such as business, technology, skills and techniques. Similarly females cannot access to land and capital, as compared to males their professional networking is limited (July, 2014).

### **2.15 Women leaders and their path to leadership and decision-making positions**

Women in their professional life experiences different barriers such as stereotypes, gender discrimination, and lack of access to resources. These barriers emerge due to patriarchal structure. Hence, they have to make efforts to compete with male colleagues at work place. During the process of socializations, females learned their role in power and decision making aspect. Moreover hard work, family support, supportive boss and super visor are the main factors for women towards their decision making authority, power and upward mobility. Mentorship is another important relationship to promote confidence of women, to enhance capabilities and expanding professional and social network of support (July 2014).

## **Chapter # 3**

### **Methodology**

This chapter deals with the methodology of the study opted by researcher to carry out the research. It shows a systematic and theoretical analysis of the methods applied to the field of study in order to explore the reality and validity. Therefore for the holistic view of the study researcher has used triangulation of methods or mixed method approach, combining quantitative and qualitative methods (Neuman, 2010). The main purpose of this approach was to proof our data free from biasness and to enhance its validity. This study includes, semi-structured interviews for qualitative method while questionnaires for quantitative method. This assortment of methods provided both an overview of perception of working women and whole community from the questionnaires, as well as in-depth exploration of women's particular experiences in context of Gilgit city. This chapter discusses research approaches, tools for data collection, sampling technique, sample size, universe of the study and data analysis.

#### **3.1 Research Approaches**

This study entails qualitative as well as quantitative research approaches. The main purpose of choosing qualitative method is to dig out the social realities from an emic perspective through in-depth interviews. This method was used to explore the implicit phenomena and to know the unseen aspects that working women faces at work place. To know experiences of working women in Gilgit city the researcher has used qualitative interviews in order to investigate the experiences of working women. In order to examine any social phenomena to which Max Weber termed as "Verstehan"

through which the researcher understands the experiences of working women with the particular sense of the interpretation and participation of their social and cultural experiences in more systematic and interpretative way. By using the phenomena of “Verstehen” the researcher can understand the issue and problems of working women in more rational way. A survey was conducted to analyze quantitative data, Walter (2010) defined quantitative research as it’s a away to gather data from social world in numeric form. It was also used to test the relationship among variables and to test objective theories. For this purpose questionnaire was used as tool of data collection, moreover the researcher measured the data through likert scale and the results are identified with previous studies which were discussed in Literature review.

### **3.2 In-depth Interviewing method**

A total of twelve female employees took part in in-depth and semi-structured interviews. (The interview schedule can be found in Appendix).According to Walter (2010) for data collection there is a method which is called in-depth interviews and it is an unstructured way to collect the data. These in-depth interviews are under the themes taken from literature review and previous studies. Through purposive sampling four female employees were selected in each organization to minimize any biasness in their selection. Working women with two or three years of experience were selected to share their ideas and experiences regarding to their work. The main reason to select working women with 2 or 3 years of experience is through experiential reality to which Max Weber called as “Verstehen” we can understand any social phenomena in more realistic way. Indepth interviews are also used to find out unseen and hidden factors that women experiences at work place.

### **3.3 Survey**

A comprehensive questionnaire was planned to inspect the perception of the community regarding working women of Gilgit. In order to find out the ideas, views and attitudes of whole community of Gilgit, the questionnaire was distributed to both males and females including , literate, illiterate, workers, non workers, housewives and students. In order to accomplish their responses 106 questionnaires were distributed through convenient sampling method. Questionnaire was designed on the basis of themes, it consists of demographic sheet, likert scale questions, and other questions following the basic themes of previous studies.

### **3.4 Universe**

The researcher selected Gilgit city as the target area of this study. As the researcher belongs to same city and it was convenient for her to dig out the social and cultural realities in more realistic way. The populations for qualitative method were working women in public domain Agha Khan Education Services Pakistan (AKESP), Agha Khan Health Services (AKHS), Professional Development Centre North (PDCN), and Agha Khan Rural Support Programme (AKRSP). According to the rules, AKDN takes 33% females and 67% males in their each organization. For quantitative method researcher has used community members as population. For qualitative method the target populations were working women with at least two years of experience.

### **3.5 Sampling**

Purposive sampling technique was used for qualitative method. According to Neuman (2010) the main purpose of purposive sampling method is to identify

particular types of cases for in-depth investigation. The purpose is to gain a deeper understanding. It is appropriate to select unique cases that are especially informative and selects cases with a specific purpose in mind. As discussed earlier, total 12 working women were targeted while 106 questionnaires were filled for quantitative method.

### **3.6 Data collection**

This process demanded specific time, date, attention, concentration and budget of the researcher, in which researcher convinced the respondent and satisfied them that the data gathered from them will only use for academic purposes. Some of the interviews were conducted through structured interviewed through sending interview guideline in which working women explained their work experiences. The data gathered through this process were categorized according to the themes of the study, moreover through their interviews more themes were emerged and it gives more information to the researcher about their issues and experiences. Their statements were discussed in analysis chapter. Survey method was use for quantitative approach. Research administered questionnaires were use as a tool of data collection for quantitative purpose. As these methods are best for this studies that helped to intimate information about women's lives and perception of whole community.

### **3.7 Data Analysis**

Data gathered through qualitative method was analyzed through thematic analysis. Through their responses the researcher investigated different dimension of social realities and relates it to the previous studies in order to check their reliability and validity. However the researcher explored many veiled authenticity of working women's life which gives different dimensions to understand their experiences.



## **Chapter # 4**

### **Data Analysis**

#### **4.1 Qualitative Analysis**

The main purpose of this chapter is to analyze the data gathered by the researcher. In this chapter the results of in-depth interviews taken from the women informants from Gilgit city are being presented.

##### **4.1.1 Decision to work:**

The working women who participated in this research share various reasons which motivated them to work in the labor market. The majority of the respondents reported that the main reasons to do work was to use their degree, to contribute to the society, to support family and to become economically strong. The responses of some of the women are being given below which shows the variety of reasons for them to work.

Sadia explained that she was the eldest of her siblings and she had to be a role model for her younger brothers and sisters. In addition she also explained that she desired to have an independent life in terms of earning and taking the right decisions. Being an elder daughter she also wished to support her family. She strongly believed that by supporting others one can achieve the highest level of satisfaction. Sadia of the view that these were some of the reasons which compelled her to work after graduation. She also explained that choosing work was also her personal decision. She stated

*“My parents encouraged me a lot for doing a job or making my own career, specially my mother was and till now she is very much happy and concern about my job.” (Sadia, May 2015)*

This quote shows the support from families was evident for women’s work in Gilgit. She explained that she was lucky enough to get a job offer even before the completion of her master’s degree. Similarly Mehnaz and Hira expressed their points of view in the following words:

*“I have choosed this work to use my degree, to pass time. it was my wish to earn and do something to my family and whole society and I am satisfied with my job.” (Mehnaz, May 2015)*

*“To use my degree as well as to support family income and I am satisfied with my decision to work.” (Hira, May 2015)*

Mehnaz was also of the view that she had gained the inspiration to work from her aunt. Their responses show that being as a working women they wants to support their family morally and economically .They were also bread winners enhancing family income and doing house hold work as well. Most of the respondents said that doing job was their own decision and they were satisfied with their work.

#### **4.1.2 Perception of family/Community about women’s work:**

Working women further explained the perception of their community regarding their work. According to them most of the family members and community members appreciated the fact that they worked and were satisfied with their profession. One of the respondent discussed that through job she was supporting her family. This phenomenon also highlights that women were contributing to their family income and maintaining standard of living that satisfied their families. One of the respondents

responded that her parents and family were very happy and satisfied from her employment. She said since she was the first female in her family to work her parents supported her at every step. She explained that her mother took care of her kids when they were young and her husband encouraged him. She said he even looked after the kids while she was in the field for work. She stated;

*"I went to Nepal for an international conference in 2012. My younger son was just 2 years old, my husband took care of him for more than two weeks till i am back."* (Sadia, interview May 2015)

Sadia was also of the view that her community members really encouraged her and other working women. According to her

*"They consider it true development when a woman is working with man side by side."* (Sadia, interview May 2015)

By giving examples of community's perception about women's career she explained that before a decade or two, teaching and medical profession were considered suitable for women in Gilgit, she started her job in 2004, by then the trend was changed, many female were / are working in development sector, government department, colleges, universities, banks, police department etc. Nowadays women's in Gilgit are actively involved in doing their own businesses.

Similarly while discussing community's perception about women's work Mehjabeen reported that her family had supported her since she was the one to support them financially. She stated

*"I am working in financial department and according to my experience financial sector is for male because they are more skillful and if there is a male in place of me he would definitely perform much better as compared to me. Mostly female's works as a teachers, Moreover*

*teachers and doctors are considered as respectful.” (Mehjabeen, May 2015)*

Likewise, Kosar explained this in the following words

*“The organization where I am working provides conducive environment for female. Conscious efforts for females are part of policy. Most of the people of Gilgit are conservative regarding to the jobs of female at different organizations.” (Kosar, May 2015)*

The narratives of Kosar show the complexities related with women’s work. She stated the environment for work was good however she was of the view that people in Gilgit are conservative. This is in contrast to what Sadia had said earlier. This shows that there was division in terms of how people perceived women’s work.

Similarly in the excerpt below Hira explains her point of view on how community perceives women’s work.

*“They perceive was very welcoming and a very good financial source of their families. For instance, many are taking care of their children and send their wives and daughter to universities for higher education.” (Hira, May 2015)*

This excerpt shows that community perception was positive towards women’s work however it also looks at women’s work historically. She was of the view that people previously respected women in the role of teachers or nurses which were the traditional jobs associated with women. However now the trend has changed and people support women’s education and their work.

Another respondent Sana also seconded Kosar’s point of view by saying that in Gilgit only few professions were considered good for women and that women’s work in NGOs was not accepted widely.

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*“In Gilgit city, many professions are considered as not suitable for females like Nurses, women working in NGOs. While jobs in government sector are considered as suitable for females.” (Sana, May 2015)*

Some of the respondents reported that doctors and teachers were considered as respectable profession. Moreover, people of Gilgit prefers female to become doctors, teachers and jobs related to government sector. Female honor is associated with her family and community and most of the people have traditional attitude regarding to female’s work. They even don’t like females to work in NGOs and private sectors.

The respondents of NGOs clearly mentioned that they were satisfied with their job and work, and their family members provide support. As one of the respondents highlighted that her husband supported her and takes care of her baby during her field work. Females work also depends upon males support, if her husband supports her she can do job and if he does not she cannot. In a Pakistani family unit, mostly males have the role of the bread earner and decision makers. Women are totally dependent on the male, head of the family, who takes all kinds of the decisions on their behalf, including the decision of doing employment. Therefore, in these male dominated society women is totally dependent on males.

#### **4.1.3 Attitude of male colleagues:**

Working women further viewed that if a woman is working in low and weak positions male members considered her less capable and ignored their suggestions. It also depends upon the abilities and skills of women. The quality of education and the area where she belongs also controls male attitudes. Moreover, some respondents said that male dominancy doesn’t let them to speak and share their ideas. Women due to their

gender left isolated from many opportunities that don't allow them to speak for their career. Smith and Crimes, 2007 have also discussed the attitude of male member as a barrier toward the upward mobility of female. However, according to other respondents male members support them and having friendly environment. Respondents expressed her feelings:

*"I have a very good team in my office, being their supervisor they give me lots of respect, value my suggestions, but when I was working at small position, then I sometimes felt that the male supervisors don't give me much respect or they intentionally or un-intentionally ignore my suggestions or inputs towards work ."(Sadia, interview May 2015)*

Sadia explained about her work experience that there is a great need to change the perception of males towards women work and their roles and responsibilities, washing clothes or cooking is not just the headache of a woman, males can also contribute in household work along with their females. She also discussed that the perception of women work also depends upon the area (location) to area, those areas which are more developed in all aspects gives more respect and space for females, but at some places where females are new to work, males don't give them due respect. I started my career from Gilgit, which is a developed and educated region of Pakistan and I receive very warm welcome from my male colleagues.

Similarly Mehnaz and Suraiya expressed there points of view in following way:

*"Male colleagues in our organization respect females. We work in a friendly environment. Somehow there is effect of male dominancy which does not allow females to openly give their views. They consider us less capable then males, because if there are any decision making issue males views are preferred." (Mehnaz, May 2015)*

*"I have good relation with males but sometimes they comments on me which makes me uncomfortable." (Suraiya, May 2015)*

The responses of these respondents show that females are submissive as compared to males and males don't consider them their equal. The concept of less capable indicates that in male dominated society females have to face inequality and discriminated regarding to their work performance they are considered as weak, feeble, subordinate and powerless and are less prioritized as compared to males. These responses are also discussed in previous study. Female faced gender differences and inequalities at work place, these differences occur in various forms e.g. timings, packages, environment and bonuses (Shafique, 2013). Males considered them as a tool to entertain their time, and make fun of females like to pass any comments and to consider as source of objectivity. Females remain psychologically upset due to male attitude that influence their work performance and career. These responses are validated by the earlier researches. Working women suffers from psychological abuse that influences their work performance (Nari, 2003).

*"Colleague ne abuse kea phir main ne manager ko complain ki or us banday ne sorry kia." (Naeema, May 2015)*

*"My colleague abused me then I complained my manager, he (colleague) apologized me." ( Naeema, May 2015)*

*"Their relation is normal but once one of my colleagues harassed me like he messaged me n called me which made me uncomfortable." (Saba, May 2015)*

*"During promotion, male members get jealous and people are un comfortable in getting admission in any higher education programme."(Hira, May 2015)*

Sadia discussed that she was involved in all stages of the projects and programs, from problem identification, making proposals, implementations, monitoring and evaluation till exit strategy. Her main area of interest is women development, so wherever she adds her inputs they appreciate and incorporate it in the program or proposal development. During her pregnancies, she felt uncomfortable in office and field visits. Although they were very kind and caring towards her, but because of her condition she couldn't easily move here and there, but she made herself strong and tried her best to achieve her targets, sometimes she couldn't perform very well. She also discussed that their organization has a very good policy for gender harassment, nobody is allowed to discuss anything on other personal or professional life on the basis of gender, some examples are women staff should sit in the two front seats on the van, they should drop first, three months maternity leave with pay, flexible working hours for pregnant and lactating females, nobody is supposed to say anything about the dressing or makeup of females, this policy is not only implemented but strictly monitored by gender focal person.

On the other hand Sabrina explained that she does not take any decision without her male boss. At working place some females were not confident to take any decision without males it also depends upon the issue and the self concept of an individual either she is able to take any right decision without any support. Moreover, with the passage of time the level of maturity and abilities enhanced, and they did not face any problems.

#### **4.1.5 Barriers/Pressure at work:**

Many respondents reported that expected role demands at work place and at home put pressure on females. Females profession suffers if their family does not support her.



They experiences conflict between these two expected role demands. Problems faced by females are different from problems faced by males. However, there were variations of problems among working women. Some reported that transport is one of the main problems that they faced, while others discussed issues related to sexual harassment. Working women threaded and abused by male colleagues have harassments policy which solves problems. For the protection of female's dignity from males different organizations required policies, without these policies females are not secure to work with male members.

*"There is not a proper system of public transport for the female professionals. So those who don't have their own transport arrangements face difficulties in reaching office." (Sadia, interview May 2015)*

Sadia discussed that she strongly believe that until and unless she does not have a strong supporter at home, she will not be able to work, a person handling two important responsibilities of being a house wife and a professional puts lots of pressure on an individual, her work would surely suffer if she faces lack of support from home and office. According to her perception Gilgit is a developed area, the support of her family members and communities have never put her in any problem.

Likewise Suraiya and Naeema shared their points of view:

*"Sometimes they comment on me and there is no separate room to feed baby, no visiting room, no relaxation time and rooms are very congested which creates problems for female ."(Suraiya, May 2015)*

*"Being as a house wife and working women I always faces many barriers." (Naeema, May 2014)*

Their response shows that being as married women they faced many problems regarding to their work. In the lives of women different factors like childcare and taking care for others strongly influence their career and create hurdles in their future progress. Caring responsibilities i.e. taking care of children influences females career opportunities. These aspects deeply affect women's choices and decisions. Moreover female considered it as challenged to work at office and at home.

Moreover kosar and Mehjabeen discussed their experiences as:

*"We have gender policy and harassments policy. Through this policy securities are provided to every individual. Different trainings are also provided to the members of organization from the start of their job to an end." (Kosar, May 2015)*

*"One of my male member in my organization threaded me I complaint it to authority, and there is gender section in my organization which solve problems related to gender." (Mehjabeen, May 2015)*

The above quotation shows that in work place female need different harassments policies for their protection. Pakistani female professional face lots of difficulties in work places, many organizations don't have clear gender policy, or sometimes the policies are not properly implemented, which results harassments with females at workplace. Lack of policy creates problems for female professionals. Some respondents discussed about the policies and committees in their organization to solve problems.

*"Double minded hojaty hun adha dehan ghar main and adha office main." (Suraiya, May 2015)*

*"I became double minded due to half concentration in home and half concentration in office." (Suraiya, May 2015)*

*“Have to play triple roles, do work at home, office and give attention to children education.” (Sara, interview May 2015)*

*“Problems in taking care of kids along with job, no facilities for breast feeding women in the organization, sometimes misbehaving by male staff, male dominancy in decision making.” (Mehnaz, May 2015)*

Working women have to face double roles i.e at home and office. So that they cannot pay attention to their work. Most of the problems and barriers females faces are due to their gender i.e. gender discrimination, sexual harassments, less capable as compared to males. Brinton, 2010 also discusses that due to gender females faces barriers that influence their career progress. One of the respondent said that she faced many problems like child care and sexual harassments. One of her female colleagues has faced such type of issue and she received written complaint from her against that male who harassed her. As a result of this issue his job has finished.

*“I am not satisfied with my pay and sometimes I feel burdened due to work at office as well as at home.” (Mehjabeen, May 2015)*

*“I have salary problem my salary is not according to my job and work.” (Huma, May2015)*

*“In my institution we have a better environment as compare to the other institutions. In some other institutions particularly in public sector women face many difficulties.”(Hira, May 2015)*

The above responses show that most of the working women have faced salary problems they were not paid according to their work. They are doing jobs to become economically strong and to support their family. Moreover they are contributing to maintain their standard of living. But some of the respondent discussed that they are less paid as compared to their work. Women’s incomes play an important role to carry

house hold activities. It also gives another dimension that if they stop working it would affect their family income. According to Moghadam (1999) in Pakistani society females faces many problems due to gender inequality and differences. These differences are in various forms like pay, decision making issues, timings and rewards. Moreover Hira discussed that the organization where she is working is better as compared to other private sectors, it depends upon the culture of any organization which provides opportunities for the working women.

*“In general as compared to women of Gilgit, other areas of women in Pakistan can speak for their rights and they are independent to take decision regarding to their issues.” (Sana, May 2015)*

*“They established policies to solve gender related issues developed gender section that promotes gender equality in organization.” (Naeema, May 2014)*

Most of the women provide full time services. Majority of women have various characteristics in their lives i.e. they are having work with family, caring for others etc. These factors influence the choices for employment of women and they became restricted toward their work opportunities because of various roles and responsibilities.

#### **4.1.6 Cultural expectations:**

Many respondents believed that barriers women faced in development organizations are related to cultural expectations. Male dominancy is a part of every culture, and the roles and responsibilities of females are restricted to their home like child caring, cooking and house hold chores. However, if a woman is performing both works her expected role demands also increases. Sadia in her interview discussed that the notion

is really called developed one, when the females work along with the males, it does not mean that by participation in work force is breaking the norms. It is really a positive change if males and females both are contributing in development of their area. The NGO where she is working allowed lactating mothers to come bit at office, have given pick and drop facilities, and females are supposed to go home during lunch break to feed their babies, and if any female staff have any issue in going to field visit, they can delay it or some male staff can go to the field and do the activity.

Similarly other respondents explained:

*“Here in Pakistani culture male is always dominant, so they want respect from women and they don't take views of Women in decision making.” (Mehnaz, May, 2015)*

*“Being a working women she has to face two places home and office and people do expect lot of things from her and it puts pressure on females.” (Suraiya, May 2015)*

The above quotations show that females are supposing to only child care and look after family. It is socially constructed phenomena that men are considered as bread-winners and leaders. On the other hand women are servers, and care takers. Different beliefs regarding to gender in interviews, shows that females are limited to gain certain opportunities regarding to their career. They may not be able to maintain stability between work and family life. Some women who works in upper level job in commercial domain, feels it's difficult to continue their role for a long period. If any women in Gilgit breaks culturally expected notion she is considered as bad women and every women knows her limits, and the perception of people regarding to women is very conservative.

*"It has cons and pros coming outside from home and working in any institution make a woman independent. However, the women have more work at home and at the institution because still majority thinks that women are responsible for house hold work. They have to do both."*

*(Hira, May 2015)*

Working women belonged to educated and supported families shared their experiences in different ways. Different factors like education and awareness also changes the notion of traditional cultural expectations. It was discussed by interviewees that female professionals are considered more honorable if they perform their jobs according to culturally expected demand i.e values and norms that are specified to that specific culture. Moreover, some NGOs have flexible environment for females. They have different policies and committes, this aspect gives a new platform to other females to join NGOs and contribute to the whole society and support their family. It depends on the awareness of the people of that culture. Many girls living at home have more behavioral issues as compared to those who are educated and do jobs. If woman is educated and have knowledge, she can create positive aspects and contribute to society.

#### **4.1.7 Promotions and rewards:**

Working women also faced problems regarding to promotions and rewards. According to them, in cooperate sector female's staff are paid less than males. The reason is, in some organizations women are manipulated by men. Male's decisions are considered more important than females, and females are controlled by males. Moreover some working women discussed that they are paid according to their positions and capabilities. Working women described about her promotions there

were fair and transparent promotions on the basis of work and competition. One of the respondents also discussed that for the last few years she is equally getting promotion but still she is not getting managerial positions. It was also discussed in previous studies Sharma, 2012 discussed that due to gender beliefs women in Asian countries faces many problems, and they rarely participate in managerial posts and commercial boards. It varies from organization to organizations, in cooperate sector female's staff are paid less than males, but in NGO sector every staff is getting their salaries according to their scale or position against which they are hired. Women's promotion also depends on their ability and efficiency towards work. Working women shared their experiences as:

*"As compared to cooperate sector females in NGOs get their salaries according to their scale or positions (Sadia, interview may 2015)".*

*"They are paid according to their scale and positions." (Sabreena, May 2015)*

Similarly Mehjabeen and Mehnaz discussed:

*"I am not satisfied with my jobs and I think they are not equally paid." (Mehjabeen, May 2015)*

*"For the last few years women are also equally getting promotion but still they are not getting managerial positions." (Mehnaz, May 2015)*

The above responses show that female left behind from power and leadership roles. Due to gender females have to select feminized and low level jobs and get unequal pay as compared to males. Males are more economically strong then females the main factor behind this issue is females are socialized to perform secondary roles, unequal education, low skills, and low level of training affects the ability of power and leadership roles. These issues are also discussed in previous studies report on women in power and decision making, (July 2014) women due to their gender faced different

problems and gives less opportunity to participate in decision making and power related issues.

#### **4.1.8 Flexibility:**

Most of the respondents reported that they don't expect any flexibility regarding to their work at office. They considered it their duty to work at office equally to male members. However at home only female is responsible to look after children and to take care house hold chores. There is no any concession male and female have to work equally. Everyone is equal and accountable for their work. Their experience also shows that they expect flexibility as women but they have to work more hours sometimes late sittings.

*"Both male and female staff gets reminders again and again if we couldn't meet out deadlines." (Hira, May 2015)*

*"It's very difficult to meet the deadlines if I am alone handling my job and domestic chores. I get reminders from my manager, although it's not a hard reminder, but sometimes I get upset of it." (Sadia, interview May 2015)*

The above passage showed that working women faced explicit factors during their working hours,

#### **4.1.9 Effects of barrier pressure:**

Working women at home and at work place over burdened, because their roles and responsibilities at both places put pressure on them. They also mentioned that they faces problem regarding to children, and become double minded due to work at both places. Women with supportive husband revealed that they don't face any problem regarding to child caring. Moreover some respondents discussed that they are used to



tackle both tasks and don't experienced any barrier and pressure regarding to their work.

*"I have achieved some of my goals set for my job. If I leave the job I would be very much frustrated at home. So I try to manage the household work and job target." (Sadia, interview May 2015)*

Their response shows that despite all these barriers they are working to support their family and to become economically strong. Working women feel over burden at many occasions, they think if they stay at home and just do the domestic chores, it will never make them a good housewife. Practices and experience makes man/women perfect. Work at both places influence work performance especially when children have exams or PTM at school, and sometimes when they get ill, it creates a lot of pressure and burden, it effects women's health as well and they become victim of many psychological problems.

*"It overburdened me as I told I become double minded." (Suraiya, May 2015)*

*"I feel over burdened due to female issues, child care and male dominancy." (Sabreena, May 2015)*

*"I am habitual, I have energy and motivation that's why I enjoy my work everywhere. Due to long hours working i could not give quality time to my kid's education and my family also suffers." (Sara, interview May 2015)*

*"Not arrived work place at time not able to develop lesson plans related to my work due to long hours working i could not give quality time to my kid's education." (Sana, May 2014)*

Working women through their interviews revealed that house hold responsibilities influences their work performance different factors like unable to reach office at time,

unable to fulfill all the requirements of office affects their work performance. Moreover they also discuss that the environment is not flexible for females and married women faces many problems regarding to their kids. This double demand from home and work affects women's health, over burden women may be trapped by different diseases like depression, anxiety etc. There is no relaxation time for females, no conducive environment and most of the working women become tired when they go to home. It also affects women's health. For her success she needs cooperation, support from her family and colleagues. It is difficult to give enough time to children particularly in their studies.

#### **4.1.10 Dealing with double pressure:**

Respondents also discuss the strategies to control pressure at work place and at office. According to them woman needs support from her family and if she is married her husband must be supportive and cooperative in every aspect of life. Their responses shows that their career depends upon patriarchy if the system of patriarchy supports her she can do everything not only for her but to the whole society. Working women also needs strong supporter from home to contribute in house hold tasks. Working women needs strong supporter at home to contribute with them in domestic work, like cooking, taking care of kids.

The perception of people regarding to gender roles of female can be changed by creating awareness among males and females about their roles and responsibilities, washing clothes or cooking is not just the headache of a women, males can also contribute in household work along with their females. Arranging awareness workshops, sessions with both genders is important. Media can also play a vital role in disseminating the message of gender roles and responsibilities. Both male and

female should treat equally. There is a need to provide equal education, equal rights in all aspects. There is a need to modify the notion of society that females cannot do anything without male.

*“I think all those organization who have women staff should have flexible policy for females, in this way burden on females can be reduced.”(Sadia, interview May 2015)*

*“Proper planning, priorities at home as well as in office things (try to complete more important work earlier) Task delegation at home as well as in office. If man and women both work outside, They should also work equally at home (Hira, May 2015)”.*

Working women with supportive family donot become victims of double edge pressure they are satisfied with their work both at home and at office.

*“I get support from my husband and children to get rest and they support me in every work.” (Sara, interview May 2015)*

*“My in laws support me e.g. my mother in law keeps my kids with her and it overcomes my tension when I am in office.” (Suraiya, May 2015)*

#### **4.1.11 Suggestions and recommendations:**

According to respondents these perceptions can be changed by creating awareness among males and females about their roles and responsibilities, washing clothes or cooking is not just the headache of women, males can also contribute in household work along with their females. Arranging awareness workshops, sessions with both genders is important. Media can also play a vital role in disseminating the message of gender roles and responsibilities. We need to change our own attitude before changing

male attitude. If we have knowledge, skills and positive attitudes, no one can challenge us.

*“Awareness related to gender should be increase in family members. Women should share responsibilities. There is a great need of gender and development programme.” (Kosar, May 2015)*

*“There is a need to modify the notion of society that female cannot do anything without male.” (Sana, May 2015)*

*“One suggestion is that people particularly men need to understand the realities. For that they should be provided more exposures for them.” (Hira, May 2015)*

## 4.2 Data Analysis Quantitative

### 4.2.1 Demographic statistics of the respondents

**Table 4.1: Demographic Statistics of the Respondents**

<b>Age of respondents</b>			
<b>Sr.#</b>	<b>Categories</b>	<b>Frequency</b>	<b>Percentage</b>
i.	20- 25	42	39.6
ii.	26-30	25	23.5
iii.	31-35	23	21.7
iv.	36-40	11	10.3
v.	Above 40	5	4.7
<b>Total</b>		<b>106</b>	<b>100</b>

*Source survey*

Table 1.1 reveals the age of the respondents selected for research purpose. Most of the respondents 39.6 % were from age of 20-25, 23.5% were from 26-30, 21.7% were from 31-35 and 10.3% were from 36-40, while above 40 were very rare i.e 4.7%.

**Table 4.2: Gender of the Respondents**

<b>Gender of the respondents</b>			
<b>Sr.#</b>	<b>Gender</b>	<b>Frequency</b>	<b>Percentage</b>
<b>I</b>	Male	74	69.8%
<b>ii</b>	Female	32	30.2%
<b>Total</b>		<b>106</b>	<b>100%</b>

*Source survey*

Table 4.2 depicts the gender of the respondents. The result shows high percentage 69.8% of male respondents and low percentage of female respondents. The quantitative part of this study is used to dig out the perception of whole community and especially male members in order to know their views regarding to working women. The notion of women's work in different sectors was also discussed in Walter's study according to him. In 20<sup>th</sup> century, women were only over a third of the total work force. However, in 1950s women participation in labor market became a norm (Walter, 2003). By 2000, women were 48% percent of the overall labor force, while 80% percent of women aged from 25 to 49 were employed (Walter, 2003).

**Table 4.3: Employment Status of the Respondents**

<b>Employment status of the respondents</b>			
<b>Sr.#</b>	<b>Categories</b>	<b>Frequency</b>	<b>Percentage</b>
<b>i</b>	Working	68	64.2%
<b>ii</b>	Non working	38	35.8%
<b>Total</b>		<b>106</b>	<b>100%</b>

*Source survey*

Table 4.3 shows the employment status of the respondents, most of the respondents 64.2% were working while 34.8% were non working. Women reported that their income is very important to carry household activities, half of them mentioned that if they stop to earn, it will affect their family status. Most of the women provided full time services. Majority of women had various characteristics in their lives i.e. they are having work with family, caring for others etc.

**Table 4.4: Head of the Family**

<b>Head of the family</b>			
<b>Sr.#</b>	<b>Gender</b>	<b>Frequency</b>	<b>Percentage</b>
i	Male	93	87.7%
ii	Female	13	12.3%
<b>Total</b>		106	100%

*Source survey*

Table 4.4 demonstrates that 87.7% males and 12.3% females were head of their family, as compared to females most of the male members are head of their families. It shows that most of the families have patriarchal structure where male members are dominant and females are subordinate and perform secondary roles.

**Table 4.5: Education of the Respondents**

<b>Education of the respondents</b>			
<b>Sr.#</b>	<b>Education</b>	<b>Frequency</b>	<b>Percentage</b>
i.	Graduate	25	23.6%
ii.	Masters	61	57.7%
iii.	MS/PhD	20	18.9%
<b>Total</b>		106	100%

*Source survey*

Table 4.5 demonstrates that 23.6% were graduates, 57.7% respondents were having masters degree while 18.9% of the respondents holding MS/PhD.

**Table 4.6: Marital Status of the Respondents**

<b>Marital Status of the respondents</b>			
<b>Sr.#</b>	<b>Marital Status</b>	<b>Frequency</b>	<b>Percentage</b>
i.	Married	52	49.1
ii.	Unmarried	54	50.9
<b>Total</b>		106	100

*Source survey*

Table 4.6 shows marital status of the respondents, according to this table 49.1% respondent married while 50.9% respondents unmarried.

**Table 4.7: Occupations of the Respondents**

<b>Occupations of the respondents</b>			
<b>Sr.#</b>	<b>Occupations</b>	<b>Frequency</b>	<b>Percentage</b>
i.	Armed forces	5	4.7
ii.	Government employees	15	14.2
iii.	Business	25	23.6
iv.	Students	25	23.6
v.	Skilled Professions	14	13.2
vi.	Housewives	4	3.8
vii.	Private organizations	5	4.7
viii.	Visual Artists	5	4.7
ix.	Bankers	8	7.5
<b>Total</b>		106	100%

*Source survey*



The above table illustrated that the selected respondents belonged to different professions. Table 4.7 shows that 4.7% of the respondents belongs to armed forces,14.2% are government employees, 23.6% of the respondents were having business,23.6% are students,13.2 % are skilled professions,3.8% are housewives,4,7% are working in private organizations,4,7% are visual artists while 7.5% are bankers.

**Table 4.8: Women Work in Family**

<b>Any women work in family</b>			
<b>Sr.#</b>	<b>Categories</b>	<b>Frequency</b>	<b>Percentage</b>
I	Yes	92	86.8%
Ii	No	14	13.2%
<b>Total</b>		<b>106</b>	<b>100%</b>

*Source survey*

The above table shows that 86.8% of respondents reported that women in their family work while 13.2% respondents reported that women in their family don't work. It shows most of the women in Gilgit worked to become economically strong and to support their family.

**Table 4.9: Number of Women Work**

<b>Number of women work</b>			
<b>Sr.#</b>	<b>Categories</b>	<b>Frequency</b>	<b>Percent</b>
i.	1-2	50	55.7
ii.	3-4	40	37.7
iii.	Above 4	7	6.6
<b>Total</b>		<b>106</b>	<b>100%</b>

*Source survey*

The above table indicates the number of women's work, according to which 55.7% respondents reported that women in their family works since 1-2 years, 37.7% reported 3-4 years while 6.6% said number of women working in their family above four years.

**Table 4.10: How Many Years they are Working**

<b>How many years they are working?</b>			
<b>Sr.#</b>	<b>Categories</b>	<b>Frequency</b>	<b>Percent</b>
i.	1-2years	8	7.5
ii.	3-5years	31	29.2
iii.	Above 5 years	67	63.3
<b>Total</b>		<b>106</b>	<b>100%</b>

*Source survey*

Table 4.10 indicates that most of the women worked in every family but the years of working are different, 63.3% respondents worked above five years, while 29.2 % worked 3-5 years and only 7.5% works 1-2 years.

**Table 4.11: Purpose of Women Work in Family**

<b>Purpose of women work in family</b>			
<b>Sr.#</b>	<b>Categories</b>	<b>Frequency</b>	<b>Percent</b>
I	To contribute to family income	45	42.5
Ii	To support her family	36	34.0
Iij	To utilize her degree	25	23.6
<b>Total</b>		<b>106</b>	<b>100%</b>

*Source: Survey*

Table 4.11 demonstrates purpose of women work in family according to which 42.5% women worked to contribute family income, 34.0% to support family and 23.6% to utilize her degree. The results also shows females are also working along with males in different fields, their main purpose of work is to earn money and to raise the standard of their living.

**Table 4.12: Working Women in Relatives**

<b>Do you know women working in your relatives</b>				
<b>Sr.#</b>	<b>Categories</b>	<b>Frequency</b>	<b>Percent</b>	
I	Yes	81	76.4	
ii	No	25	23.6	
<b>Total</b>		<b>106</b>	<b>100%</b>	

*Source survey*

The above table shows 76.4% respondents said that women in their relatives do work while 23.6% respondents reported that women in their relatives don't work. According to the results most of the females worked and enhance livelihood of their family.

**Table 4.13: If yes how long they have been working**

<b>If yes how long they have been working</b>			
<b>Sr.#</b>	<b>Categories</b>	<b>Frequency</b>	<b>Percent</b>
i.	1-5	68	64.1
ii.	5-10	25	23.6
iii.	Above 10	13	12.2
<b>Total</b>		<b>106</b>	<b>100%</b>

*Source survey*

Table 4.13 shows that 64.1% of respondents said that women in their families work from 1 to 5 years, 23.6% reported that women worked from 5 to 10 years while 12.2% said that women work above 10 years. The result shows that there is variation in years but every woman is involved in doing work for her family.

**Table 4.14: Work Performed by Women in the Community**

<b>Work performed by women in the community</b>			
<b>Sr.#</b>	<b>Categories</b>	<b>Frequency</b>	<b>Percent</b>
i.	Teachers	68	73.6
ii.	Midwives/Nurses	15	14.2
iii.	In Private organizations/NGOs	8	7.5
iv.	Teachers and Ngos/private organizations	5	4.7
<b>Total</b>		<b>106</b>	<b>100%</b>

*Source survey*

Table 4.14 reveals kind of work women performed in community 73.6% are teachers, 14.2% are midwives/nurses, and 12.2% worked in private organization/NGOs.

Involvement of women in private/public sector is one of the main factors for their economic and financial stability (Henslin & Nelson, 1996).

**Table 4.15: Nature of work suitable for women in community**

Sr.#	Statement	Respectful / Tolerated / Un-Islamic	Percentage	Total
i.	The work of teaching is considered as	106/0/0	100/0/0	106/100%
ii.	The work of midwives/nurses are considered as	22/84/0	20.8/79.2/0	106/100%
iii.	The work of doctors are considered as	106/0/0	100/0/0	106/100%
iv.	The work of women in NGOs/private sectors are considered as	15/51/40	14.2/48.1/37.7	106/100%
v.	The work of women in government sector are considered as	52/54/0	49.1/50.9/0	106/100%

*Source survey*

Table 4.15 indicates the perception of people regarding to different professions, according to which 100% people considered teaching as respectable profession for females, it shows that mostly people prefers teaching as a respectable profession for females either married or unmarried. According to the above table mostly people considered midwives and nurses as a tolerated, while only 20.8% considered midwives and nurses as respectful. These results indicate that the perception of people regarding to midwives and nurses were negative as compared to teaching. It also

indicates that the perception of people towards doctors were 100% respectful, every person allow females to avail this field without any restriction and considered it courteous for their career.

Most of the people considered as women working in NGOs and private sectors as un-Islamic and tolerated while only 14.2% considered it as respectful. Moreover, 49.1% respondents considered women working in government sector as respectful, while 50.9% reported as tolerated. These results shows that among all professions teachers and doctors are considered as respectful while other fields are rated as tolerated and unislamic. This result also shows that women's field and profession were important factors towards the perception of women and it also influences their career choices and preferences.

The notion of considering teaching and medical respectable for females was also discussed in Farhat's studies where he discussed the status of women at work place according to him females are doing jobs and support their families moreover only few are allowed to work at different areas, while others who convince their families are allowed to work in teaching and medical because these professions are considered as respectable (Farhat, 2013).

**Table 4.16: Women's work in the society**

Sr.#	Statement	Yes/ %	No/%	Total
i	I allow my mother / daughter / wife / relative to work in private public organizations	11/10.4%	95/89.6%	106/100%
ii	I allow women in my family going along with male colleagues.	29/27.4%	77/72.6%	106/100%
iii	I allow any women in my neighborhood working along with males.	11//10.4%	95/89.6%	106/100%
V	I would never mind having female colleagues at work.	25/23.6%	81/76.4%	106/100%

*Source survey*

According to above table 89.6% of respondents reported that they don't mind if their daughter/wife/relative working in private/public organizations, while 10.4% said that they mind if women in their family work in private/public organizations. These results also shows that majority of the respondents said that they allow their females to work in private/public organizations. 27.4% of respondents reported that they allow women in their family going out with male colleagues while 72.6% said that they don't allow. According to the table 10.4% of respondents reported that they allow women in their neighbor /village works along with men, while 89.6% said that they don't allow. These results shows that majority of the respondents have positive perception regarding to the women in neighborhood/village working along with men. Moreover,23.6% respondents responded that they wouldn't mind having female colleagues, while 76.4% said that they mind if they have female colleagues.

These results also show that there are male members in our society who even don't want to work with female colleagues and considered it unethical. The concept of women working along with males was also discussed in Moghadam studies according to him due to the increase in globalization like transformation of capital, ideas, culture and values the notion of patriarchy has been modified and female are allowed to work according to their choices (Moghadam, 1999).

**Table 4.17: Women's attitude and behavior after work**

Sr.#	Statement	Yes/%	No/%	Percent
i	She is not respectful to her family	11/10.4%	95/89.6%	106/100%
ii	She takes care the need of the family in better way	71/67.0%	35/33.0%	106/100%
iii	She shouts at her children	50/47.2%	56/52.8%	106/100%
iv	She is careless	21/19.8%	85/80.2%	106/100%
v	She is forget full	49/46.2%	57/53.8%	106/100%
vi	She is lazy and tired most of the time	61/57.4%	45/42.5%	106/100%

*Source survey*

Table 4.17 demonstrates the perceptions of people regarding to the working women's behavior with family. According to the table, 10.4% of respondents said that working women were not respectful to their family, while 89.6% revealed that they were respectful to their family. These results also show that most of the people have positive impact towards the behavior of working women. The above table also demonstrated the approach of working women with their family. According to this table, 67.0% of respondents said that women in their family take care need of the



family in better way. Moreover 33.0% said that working women don't take care need of the family in better way.

It shows that being as working women they have to work in both places i.e. home and office and due to this double edge pressure they cannot concentrate on the needs of the family in better way, 47.2% respondents said that working women shouted at their children, while 52.8% reported that working women did not shout at their children. These results show working women due to work at both places office and home experiences double edge pressure which makes them aggressive and they shouted at their children. Moreover 19.8% respondent's experienced that working women are careless while 80.2% reported that working women were not careless.

The reason behind carelessness is due to double edge pressure working women were not able to show their attention to their family and this aspect shows negative impact on family. Above table revealed that 57.5% of the respondent agreed that working women were lazy and tired most of the time, while 42.4% of the respondents were disagreed.

Most of the respondents experienced laziness from working women. It is also due to women expected role demands which defined that women main role were to fulfill household demands and show full attention to their family, but due to work at office and at home they become lazy and tired and could not remain active. Different beliefs regarding to gender, indicated that females were restricted to avail certain opportunities regarding to their career.

In 21 century, this notion still exists that working women cannot become a devoting mother. She may not be able to maintain stability between work and family life. Some women who works in upper level job in commercial domain, feels it's difficult to continue their role for a long period (July 2014).

**Table 4.18: Women's work in community**

Sr.#	Statement	Categories				
		S.A	A	N	D	S.D
i.	It is alright for women to work in private/public organizations	F/P 38/35.8	F/P 34/32.1	F/P 34/32.1	F/P 0/0	F/P 0/0
ii.	I know many women who are working outside their home	33/31.1	57/53.8	10/9.4	0/0	6/5.7
iii.	Women work in NGOs is Unislamic	10/9.4	0/0	10/9.4	41/41.5	42/39.6
iv.	Women's place is in home looking after family and children	15/14.2	29/27.4	35/33.0	9/8.5	18/17.0
v.	Women's work allowed her to live hygienic life	33/31.1	35/33.0	38/35.8	0/0	0/0
vi.	Women's work improve the health of the family	28/26.4	39/36.8	34/32.1	0/0	5/4.7
vii.	Women's socio economic status increases due to her paid work	48/45.3	48/45.3	5/4.7	0/0	5.4.7
viii.	Working women are involved in decision making process at home	32/30.2	64/60.4	10/9.4	0/0	0/0
ix.	Educated and working women are respected	54/50.9	52/49.1	0/0	0/0	0/0
x.	Men enjoy better positions at work place as compared to women	30/28.3	48/45.3	19/17.9	0/0	9/8.5
xi.	Male dominance in society is good for females	5/4.7	25/23.6	30/28.3	23/21.7	23/21.7
xii.	Working women are faced harassments	19/17.4	54/50.9	13/12.3	15/14.2	5/4.7
xiii.	Women's house hold responsibilities are ignored as a result of their paid work	4/3.8	54/50.9	21/19.8	17/16.0	10/9.4
xiv.	Women should be the one to sacrifice her career if it affects her personal life	26/24.5	40/37.7	8/7.5	18/17.0	14/13.2
<b>Total</b>		106/100	106/100	106/100	106/100	106/100

Source survey

Table 4.18 demonstrated the perception of community toward working women in private/public organizations according to this, 35.8% strongly agree, 32.1% agree and 32.1% are neutral. These results indicated that almost every member of community supported women works and allowed them to work in private/public sector. It also shows that working women contributed to their family that's why every member supported them and allowed them to work, 31.1% respondents were strongly agreed that they know women working outside their home, while 53.8% agreed, 9.4% neutral, and 5.7% strongly disagreed. Majority of the respondents know women working outside their home, moreover it also indicated that almost every women works for their livelihood.

This table revealed that 9.4% respondents strongly agreed, 9.4% were neutral while 81.1% disagreed that women work in NGOs was unislamic. Moreover, 41.6% of the respondents were agreed that women place are in home looking after family and children, while 33% were neutral and 25.5% were disagreed. It is due the expected role that demands women to stay home and take care the needs of family 64.1% respondents agreed that women's work allowed them to live hygienic life while 35.8% of the respondents were neutral. It showed that the respondent have positive impact toward the life of working women.

These results also indicated the perception of the respondents towards the health of the family of women's work. According to the results 63.2% of the respondents were strongly agreed, 32.1% were neutral while 4.7% were strongly disagreed 90.6% of the respondents were agreed that women's socio economic status increased due to her paid work, moreover 4.7% were neutral and strongly disagreed. It shows that most of the women worked to support them and to enhance their family income. Increase in

socio economic status leads to improve the standard of working women which empowered them and made them independent to take decisions.

Most of the respondents agreed that working women were involved in decision making process at home, while 9.4% were neutral. It shows that family members considered them capable to take decision in any issue and showed their importance regarding to their decisions 100% respondents were agreed upon that educated and working women were respected. It showed that they were valued and appreciated on the basis of their education and capabilities. However, 73.6% of the respondents were agreed that men enjoy better positions at work place as compared to women, while 17.9% were neutral and 8.5% were strongly agreed.

This shows that most of the high positions at work place were occupied by men moreover in work place male members were dominant and females were sub ordinate 43.4% of the respondents reported that male dominancy in society was not good for females while 28.3% were neutral and 28.3% of the respondents reported that male dominancy in society was good for females.

It shows that most of the respondents were against male dominancy in society, 68.8% respondents agreed that working women faced harassments, 12.3% were neutral and 18.9% disagreed. It is due to the fact that most of the respondents experienced harassments at work place. Most of the respondents 54.7% agreed that women's house hold responsibilities were ignored as a result of their paid work, while 19.8% were neutral and 25.4% disagreed.

These results showed due to her paid work women's house hold tasks are overlooked, 62.2% respondents agreed that women should be the one to sacrifice their career if it affects their personal life. While 7.5% were neutral and 30.2% were strongly disagreed with this. These results showed that due to their gender most of the women

sacrificed their career, moreover due to culturally expected values and rules they were also restricted to carry their career. It is socially constructed aspect that all men are naturally bread-winners and “leaders”. On the other hand women were servers, and care takers. Different beliefs regarding to gender, indicated that females were restricted to avail certain opportunities regarding to their career.

During the process of socialization men and women were treated in such a way that creates psychological barriers that influenced their ability of decision making and leadership roles. Women faced double threat due to sexual harassment at different organizations. They suffer from many abuses like physical, psychological and sexual abuses at work place. Health survey on safety system in the garment industry indicated that sexual harassment is considered as major stress for garments workers. (Nari,2003).

**Table 4.19: Women's work outside home**

Sr.#	Statement	Categories				
		S.A	A	N	D	S.D
i.	Women are less likely than men to be associated with leadership positions at work	F/P	F/P	F/P	F/P	F/P
		15/	64/	4/	18/	5/
		14.2	60.4	3.8	17.0	4.7
ii.	Women at work place experienced low paid jobs	0/ 0	49/ 46.2	9/ 8.5	29/ 27.4	19/ 17.9
iii.	Working women faces different problems	55/ 51.9	32/ 30.2	4/ 3.8	10/ 9.4	5/ 4.7
iv.	Females are prone to different abuses at work place	29/ 27.4	40/37. 7	10/9.4	27/25. 5	0/0
v.	My family does not support women to leave the house hold and go to office	10/ 9.4	20/ 18.9	5/ 4.7	43/ 40.6	28/ 26.4
vi.	I stop my mother/daughter/sister/wife to go outside, if she has faced any abuse at work place	35/ 33.0	28/ 26.4	15/ 14.2	14/ 13.2	14/ 13.2
vii.	My mother/sister/wife is independent in taking decisions regarding to their career.	29/ 27.4	44/ 41.5	23/ 12.7	0/0	10/ 9.4
viii.	Male and female should treat equally in different organizations	62/ 58.5	29/ 27.4	11/ 10.4	0/0	4/ 3.8
ix.	Women experiences differences and inequalities at work places	19/ 17.9	54/ 50.9	9/ 8.5	20/ 18.9	4/ 3.8
x.	Females are secure during their working hours	25/ 23.6	18/ 17.0	58/ 54.7	0/0	5/ 4.7
xi.	I allow my mother/daughter/sister/wife to interact with males at work place	37/ 34.9	49/ 46.2	10/ 9.4	10/ 9.4	0/0
xii.	Women remain unrepresentative in high ranks of power because of house hold responsibilities	4/ 3.8	40/ 37.7	29/ 27.4	23/ 21.7	10/ 9.4
Total		106/ 100	106/ 100	106/ 100	106/ 100	106/ 100

Source survey

Table 4.19 shows that 74.6% respondents agreed that women were less likely than men to be associated with leadership positions at work, while 3.8% were neutral and 21.7% were disagreed with this. These results indicated that most of the females get less chance to get leadership positions on the other hand males get more opportunities to occupy these positions, 46.2% of the respondents said that women at work place experienced low paid jobs, while 8.5% were neutral and 45.3% were disagreed with this. Majority of the females experienced low paid jobs at work place. It also indicated that most of the high positions were occupied by males due to their dominancy and females work in low ranks and received low pays as compared to males.

Above table shows the perception of respondents regarding to the problems of working women, according to the results 81.2% of the respondents were agree, 3.8% were neutral and 14.1% were disagree with this. These results shows that mostly females due to their gender face problems at work place, 65.1% of the respondents agreed that females were prone to different abuses at work place. While 9.4% were neutral and 25.5% disagreed with this.

It shows that females become victim of many abuses, due to family honor and cultural barriers they couldn't share it openly and sometimes preferred to quit their jobs, 28.3% disagreed that their family does not support women to leave the household task and go to office. Whereas 4.7% were neutral and 67% were disagree with this. Being as Pakistani women, every female followed specific culture and gendered norms which preferred females to stay home and take care house hold matters.

According to the results 59.4% of the respondents reported that they stop their mother/daughter/sister/wife to go outside, if they faced any abuse at work place. Moreover 14.2% were neutral and 26.4% disagreed with this. Majority of the

respondents don't allow females of their family to continue their work if they faced any abuse. Female's honor is strongly associated to their family and it's against the dignity of whole family if she experienced any abuse at work place, 68.9% of the respondents agreed that their mother/sister/wife was independent to take decisions regarding to their career. However 21.7% were neutral and 9.4% were disagreeing with this.

These results also show that most of the people allowed their females to take decisions about their career. This table indicated that majority 85.9% of the respondents agreed that male and female should treat equally in different organizations, while 10.4% were neutral and 3.8% were disagreed with this. Most of the respondents were in favor of gender equality at organizational level which provides equal chance for every individual to work on the basis of their qualification, skills and experiences.

Above table also shows about the women experiences at work place, according to the table 68.8% of the respondents agreed that women experiences differences and inequalities at work places, while 8.5% were neutral and 22.7% were disagreed. The above table shows 40.6% agreed that females were secure during their working hours, while 54.7% were neutral and 4.7% disagreed with this.

Table 4.19 also shows that 81.1% of the respondents agreed that they allow their mother/daughter/sister/wife to interact with males at work place. While 9.4% were neutral and 9.4% were strongly agreed, 41.5% of the respondents agreed that women remain unrepresentative in high ranks of power because of house hold responsibilities. While 27.4% were neutral and 31.1% were disagreed. It shows that cultural values and expected role demands allows females to prefer household responsibilities and remain unrepresentative in high positions.



Women were treated as insecure, feeble and subordinate, these factors doesn't let them to avail male roles. At the same way, different factors like power, authority are associated with male, and not let females to reach high positions. ( July 2014)

**Table 4.20: Effects of women's work**

Sr.#	Statement	Yes/%	No/%	Total
i.	Women's work can affect her health negatively.	106/100%	0/0	106/100%
ii.	An educated working women can turn out to be a good mother/sister/wife	106/100%	0/0	106/100%
iii.	Women's work has over burdened her	106/100%	0/0	106/100%
iv.	Women's work has led to conflict at home	106/100%	0/0	106/100%

*Source survey*

Table shows that 100% respondents agreed that women's work affect her health negatively. Being as female women have to face double edge pressure which affects her health negatively. More over expected role and work demands at both places pressurized her and she suffered from anxiety and psychological problems. These results also show that 100% respondents reported that an educated working woman can turn to be a good mother/sister/wife. Being as an educated mother/sister/wife they were aware how to fulfill their responsibilities. Due to this reason most of the people of community allowed their females to get higher education.

The results of this table shows 100% of the respondents agreed that women's work over burdened them. Working women, have to work to earn money and also have house hold responsibilities this double edge pressure over burdened women, 100% of

the respondents experienced conflict at home due to women's work. As discussed above due to double edge pressure women faced over burdened and suffers from many health issues these factors lead to conflict at home.

## **Discussion**

This study intended to investigate the perceptions of people regarding gender beliefs and their effects on women's career. The main purpose of this study was to dig out the perception of people regarding to working women in context of Gilgit city. Results show that there are certain implicit factors prevail in our society that affects women's career. Results of qualitative and quantitative methods were presented in previous chapters. This chapter includes the discussion of entire study with literature review as discussed in chapter no 4.

This research indicated that due to gender beliefs women faced certain challenges from family, cultural values, social expectations that influence their career progress. These challenges are in the form of expected role demands, patriarchy, low paid and unsecure jobs. The notion of working women challenges was also discussed in previous studies. According to international labor organization (ILO), at work place working women face differences. Women also experiences low paid unsecure jobs and the rate of unemployment of women is high as compared to men. (ILO, 2003).The study of Zaman also focused on this concept that in Asian countries working women faces low wage and low skill jobs(Zaman, 2014).

The qualitative part of this study showed that most of the women are working to used their degree, to support family, to become economically strong. Their main reason to work is to enhance their living standard. Women's income maintains their standard of living, this concept was also discussed in Green and Moore study 80% of women's income is very important to carry house hold activities and family's status also depends upon their job and if they quit their jobs, it will influence their status (Green

and Moore, 2004). The quantitative part of this study also indicates that 64.2% women are working to fulfill their family needs and to enhance their livelihood.

In Pakistani society women face lot of challenges due to patriarchal structure but in the past two decades there was a greater change in economic stability and status of women. Pakistani women due to her strong determination and government supportive recent laws participate in different working sectors which were considered to be taboo for them. Due to globalization like transformation of ideas, values, culture and capital the patriarchal structure of society has been modified and most of the females are working according to their choice (Moghadam, 1999). Most of the females were doing jobs and contributing to their family, while only few are allowed to work according to their selected professions and these are teaching and medical (Farhat, 2013). The result of quantitative data shows that women working in NGOs and private sectors are considered as unislamic and tolerated, while teaching and medical are considered as respectful. The qualitative results also show that people of Gilgit city prefers females to become doctors and teachers. Female honor is closely associated with family's dignity and most of the people have traditional attitudes towards women's work. On the other hand qualitative results also shows that family provides full support to working women in NGOs and private sectors. This notion gives another dimension to this study that females working in NGOs and private sectors belongs to Ismailia Muslims (Agha Khanies). Moreover mostly NGOs and private sectors in Gilgit are working under the umbrella of AKDN (Agha Khan Development Network) working to support the whole community and the whole city as well. The qualitative data shows that women working in these sectors were also provide full support from their families and they are comfortable and satisfied with their work. On the other hand quantitative data taken from all people of Gilgit city shows that females are not

allowed to work in NGOs/Private sectors. The result shows that religion is another factor for females for their career choice.

The studies of Smith and Crimes (2007) have been discussed in literature review which states that attitude of male members as a barrier toward women career progress. The result of qualitative data also supports these arguments, if women are working in low and weak positions male member considered them less capable and ignore their suggestions. Moreover, male dominancy doesn't let them to speak and share their ideas. Female faces gender differences and inequalities at work place, these differences occur in various forms e.g. timings, packages, environment and bonuses (Shafique, 2013). Females are submissive as compared to males and males don't consider them their equal. The concept of less capable indicated that in male dominated society females have to face inequality and discriminated regarding to their work performance they are considered as weak, feeble, subordinate and powerless and are less prioritized as compared to males. As Khilji (2003, 2004) discussed that organizational culture are shaped through societal structure which develops in individual through socialization and brings into organization.

It is socially constructed phenomena that males are leaders and bread winners, while females are care takers and servants. Different gender beliefs indicate that being as a female woman is restricted to avail certain opportunities regarding to their career. Working women is not considered as devoting mother neither she is considered to continue balance between work and family (July 2014). The qualitative part of this study also shows that working women faces double edge pressure due to work at both domains. Different factors that are assigned to the characteristics of women i.e. care taker and home server influences the career progress of women. Moreover, results shows that working women considered it challenging to maintain both aspects. The

quantitative part of the results showed that 57.5% of the respondents agree that working women become lazy and tired most of the time. It is also due to women expected role demands which defined women main role is to fulfill household demands and show full attention to their family, but due to work at office and at home they become lazy and tired and could not remain active. Women's reproductive role was considered as the main responsibility which cannot be neglected, moreover devoted wife and devoted mother are the signs of good women. Women are considered as good or bad on the basis of sacrifices they give to her family (Ali, 2014).

Stereotypes, gender discrimination, lack of access to resources are barriers women faces during their career. In patriarchal structure females learn their role regarding to power and decision making aspects through the process of socialization. According to Celine Schreiber hard work, family support, supportive boss and super visor are the main factors for women towards their decision making authority, power and upward mobility. Mentorship is another important relationship to promote confidence, to enhance capabilities and to expand professional and social network of support. (July 2014). The qualitative part of the study also showed that due to gender females have to select feminized and low level jobs and get unequal pay as compared to males. Males were more economically strong then females the main factor behind this issue is females are socialized to perform secondary roles, unequal education, low skills, and low level of training affects the ability of power and leadership roles. The result of quantitative data shows that , 73.6% of the respondents agreed that men enjoy better positions at work place as compared to women that most of the high positions at work place are occupied by men moreover in work place male members are dominant and females are sub ordinate.

The study of Green and Moore (2004) indicated that working women faces barriers towards their career progress due to lack of flexible working hours, most of the working women reported that they wanted to change their working hours. The qualitative part of the study illustrated that being as female working women expect flexibility at home while taking care of children and doing other house hold chores, moreover at work place sometimes they have to work late sittings at office to fulfill the rules of work place. During the process of socialization men and women are treated in such a way that creates psychological barriers that influence their ability of decision making and leadership roles. Women faced double threat due to sexual harassment at different organizations. They suffer from many abuses like physical, psychological and sexual abuses at work place. Cultural values and expected role demands allows females to prefer household responsibilities and remain unrepresentative in high positions. Women are treated as insecure, feeble and subordinate, these factors doesn't let them to avail male roles. At the same way, different factors like power, authority are associated with male, and donot let females to reach high positions. Moreover in cooperate sector female's staff are paid less than males. The reason is, in some organizations women are manipulated by men. Male's decisions are considered more important than females, and females are controlled by males. Moreover some working women discussed that they are paid according to their positions and capabilities. Working women describes about her promotions there are fair and transparent promotions on the basis of work and competition. One of the respondents also discussed that for the last few years she is equally getting promotion but still she is not getting managerial positions.

The quantitative part of the study shows that 100% of the respondents agreed that women's work over burdened her. Working women, have to work to earn money and

also have house hold responsibilities this double edge pressure over burdened women, 100% of the respondents experienced conflict at home due to women's work. Due to double edge pressure women over burdened and suffers from many health issues these factors lead to conflict at home as well as office, different factors like transport, lack of flexibility at office influence their work performance. Over burdened results many diseases in working women like depression, anxiety etc. There is no relaxation time for females, no conducive environment and most of the working women become tired when they go to home. For her success she needs cooperation, support from her family and colleagues. It is difficult to give enough time to children particularly in their studies. The data of qualitative and quantitative results shows that there are unseen barriers that working women faces during different stages of her life. These unseen obstacles are known as glass because working women are unaware about its existence at work place like it is an implicit phenomenon that exists at work place and influences women progress. This phenomenon is known as glass ceiling because it hinders the career advancement of women, these barriers are in the form of attitudinal, behavioral and structural that influences career progress.(Smith & Crimes 2007).



## **Summary Conclusions and Recommendations**

### **Summary**

The following are the summary of the findings of the study as per the objectives:

The first objective of the study was to know the gender beliefs prevail in society in general and in organizations in particular act as a barrier in women's career. This objective was analyzed using data from community members of Gilgit city. The community's perception was positive towards women's work however women in the role of teacher and doctor are considered as respectful on the other hand women working in private organization/NGOs are considered as unislamic and tolerated. The reason behind this notion was due to cultural and religious factors female is restricted to avail certain opportunities. Moreover working women have double edge pressure of managing the expected role demands of women at work place and at home.

The second objective of the study was to determine the kind of pressure and barriers women faced at organizational level. At work place very few of the respondents are involved in decision making issues while most of the decision making issues are made with the help of male colleagues. Working women also faces challenges like sexual harassments at work place, in Gilgit many women do not discuss such type of issues openly with others the notion of honor and respectability is associated with her. However ,in private organizations there are committees to tackle such type of abuses and many of them are fearless and comfortable with working environment. For the protection of female's dignity from males different organizations required policies, without these policies females are not secure to work with male members. They also

face transport problems, moreover most of the problems faced by women are due to her gender i.e gender discrimination, sexual harassments, less capabilities as compared to males.

This study explained the perception of people regarding to working women and different challenges they faces at work place that hinders their career progress. It gives an in-depth inside into the experiences of working women of private organizations of Gilgit city and the perception of whole community regarding to women and their work. This study is unique in a sense that it focuses on how gender beliefs prevail in society and how different dimensions of gender beliefs creates hurdles in the progress of women in context of Gilgit city.

The findings of the study show that most of the women works to support their families and to become economically strong. Working women's income plays an important role but most of them are less paid as compared to their work. Cultural expectation is another factor that restricts the career progress of women, male dominancy is a part of every culture and if a woman performs both works her expected role demands also increases. It is socially constructed phenomena that males are considered as bread winners and leaders while females are sub ordinate and care takers and their main focus is to look after issues regarding to home and family and mostly woman is the one to sacrifice her carrier to family and children.

This study also unleashed that working women are equally getting promotions but still they are not getting managerial positions, more over the main reason is they left behind from power and leadership roles. The findings also show that due to work in both domain public and private they suffers from many psychological diseases like depression, anxiety. The overall study shows that there are unseen barriers in the form

of glass ceiling that working women faces and these barriers affect their career progress.

## **Conclusion**

In today's world, the high demand of living, rising costs of health care, every individual is attempting to contribute to family, society and the whole country. Women of Gilgit are also contributing to fulfill their financial needs and to strike the livelihood of whole family. Moreover, working women are economically strong and experiences many challenges at work place. This study highlights, in patriarchal society gender beliefs creates barriers in career progress of women. The major gap that researcher identifies is due to globalization the notion of patriarchy has been modified and most of the women in Gilgit city are participating in different organization which were considered as taboo and are only considered for the males. Moreover, there is a strong association between the present study and previous studies discussed in literature review. Cultural values, double edge pressure, attitudes of male colleagues are factors that directly influence their career progress. Women of Gilgit city are facing lot of challenges and only those are doing progress who can speak for their rights and getting support from family. They are working in diversified fields but still less participated and less paid as compared to male members due to cultural, religious and societal factors. They also have to face problems like sexual harassment, glass ceiling and double edge pressure. Analysis of this study shows that being as a female, working women expects flexibility regarding to their roles and responsibilities i.e. flexibility in working hours, and support from family especially husband and in-laws. Only limited professions are considered as respectable for females i.e. teachers and doctors, but presently they are employs in other profession

i.e. in NGOs. Though this is a positive side but there is still a room to empower and encourage them.

## **Recommendations**

This study helps to suggest number of recommendations for future practices. Gender beliefs regarding to working women need to be reconstructed through different policies. Its responsibility of social institutions i.e. family, education, economy, religion and politics to address different strategies to eliminate the barriers women faces at every stage of their life. At organizational level working women should provide equal chances to participate in decision making issues.

Gender and development committees should establish in every organization to solve problems regarding to sexual harassments. It is also observed through this study mostly working women at work place are unaware about glass ceiling effect until they knocks out the wall, every women should come forward to break this wall and avail opportunities regarding to their career. There should be equality in every aspect of life especially during the process of socialization, it's the responsibility of every individual in society to socialize every one without any privilege of male or female.

Government should provide skills, trainings, awareness and exposure to every individual. Media can also play an important role to modify gender beliefs that create hindrances in the career progress of women. In patriarchal society mostly females in Gilgit are dependent on males regarding to decision making issues, there is a need to modify the notion of patriarchy and this study also shows that working women expect flexibility in certain issues like there should be proper transport system, day care facilities for working women in every organization. Every woman should pay according to their qualification, capabilities and experiences. I would like to suggest

that every organization should welcome women without any discrimination either it may be private or public sector.

### **Future Research Direction**

- This study is helpful for the improvement of cultural, social and economical conditions of women and it provides awareness to update the existing labor laws that highlights the needs of working women.
- It also provides awareness to any private sector or NGO to made different policies to keep in mind the priorities of women.
- This study can help to know the perception of male members regarding to working women in context of Gilgit city.
- It's also helpful to strengthening the legal and social frame work for women development.

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**Annexes**

**Interview Guide**

**Gender beliefs and their Effects on women's career**

**Background information**

Name of the Respondent \_\_\_\_\_

Age \_\_\_\_\_

No of Siblings \_\_\_\_\_

Level of education \_\_\_\_\_

Name/Sector of Organization \_\_\_\_\_

Current Designation \_\_\_\_\_

Previous designation if any

Total work experience

Current salary

Increase in salary over 10 years

Promotions in the last 10 years?

Family Type \_\_\_\_\_

No of Household Members \_\_\_\_\_

No of Children Male \_\_\_\_\_ Female \_\_\_\_\_

No of Earning Members of the Family \_\_\_\_\_

Number of Female Earning Members of the Family \_\_\_\_\_

## **Gender beliefs about women's work in Gilgit**

### **Personal reflection**

1. Please share the major reason for choosing to work? (i.e. to support family income, to pass time, to use your degree, etc)
2. How did you choose your profession? Was it a personal decision? Please name the people who helped in finding employment and also share your experience of looking for work for the first time, the problems you faced and how you overcame the problems in finding a job.
3. Are you satisfied with your decision to work?

### **Perceptions of family/community**

4. Please explain how your immediate family members and relatives perceive your profession.
5. Have you faced any problems in convincing them about the importance of your career? Did you face any resistance in your decision to work? Are your family members and relatives supportive of your work? If so what kind of support do they provide please give example. If no what kinds of resistance do you face?
6. Please explain how do the people in your community in general perceive women's work? Please give examples of resistance and appreciations.
7. When you started your first profession was it normal for women to work in Gilgit? What kind of profession are women involved in Gilgit? What kind of professions are considered respectful for women? How do people consider women working in development sector?

### **Attitude of male colleagues**

8. What is the attitude of male colleagues towards women working in your organization? Please comment on your relation with your male colleagues,

supervisor, and the attitude of male colleagues towards other women in general.

9. Are the male colleagues at your organization supportive of women's work?
10. Do they appreciate what you and other women do? Please explain.
11. Do they look down upon you as a woman/consider you less capable or do they consider you as an equally competent individual like male colleagues? Please explain.
12. Are they jealous of your success at work? Do they think you are getting in the way of their progress? Please give examples.

### **Empowerment at work**

13. Are you involved in decision making at work? If so what kind of decision can you make? Are such decisions appreciated and implemented?
14. In your working career have there been occasions when you felt uncomfortable working especially with male colleagues? Please give some examples. Please also explain what strategies did you use to overcome such situations?
15. Does your organization have any policy measures to protect women from harassment at workplace? If so what kind of strategies are they? And are they implemented? Give examples please?

### **Barriers / Pressure at work**

16. Do you believe that the expected role demand at home and at workplace puts pressure on female?
17. What kind of barriers/problems do you face as a working woman in Gilgit? Please explain in detail and give examples.
18. Do you think this is true for other women in Gilgit as well? How would you compare it with women in Pakistan in general?
19. Do you believe the barriers women face in development organizations are related to cultural expectations? Please give examples.
20. Do you believe by participation in the work force you have broken culturally accepted notion of womanhood? Do you consider it positive or negative?

21. Does the organization where you work take any initiatives to reduce barriers to women's work? If so, what kind of initiatives are they? If not why?
22. From your experience of working for the last few years do you believe women are paid equally at work? Or do you think women are paid low compared to men? Give reasons and examples please.
23. Do you think your gender is a barrier towards your upward mobility? Please explain.
24. From your experience of working for the last few years do you believe women get frequent promotions as compared to men? Give examples please.
25. Have you ever received rewards, bonuses at work place?
26. Do other women/men receive bonuses rewards at work?
27. Does your organization encourage the competent women to work in the managerial posts/leadership positions?
28. Do you believe there are more opportunities for male as compared to female at work? Please explain?
29. Do you expect flexibility at work because you are woman? If so do you get such flexibility especially regarding to working hours at work place?
30. Is it easy for you to meet deadlines at work? Are you pressurized to meet deadlines by your male colleagues?
31. Do you think such pressure is the same for male colleagues or is it different for you because of your gender?
32. Do you feel confident to speak for your right at work place?

#### **Effects of barriers / pressure**

33. Do you think that your work at home and at work has over burdened you as a woman? If so why do you still consider working?
34. Do you think your house hold responsibilities influence your work performance at work? Please give an example.
35. Do you think your work and especially stress related to office work influence your life at home? Please give an example.

36. Do you think this double demand from home and work affects women's health? If so in what ways and what implications does it have for women in the long run? Please give an example.

### **Dealing with double pressure**

37. What strategies do you use to overcome the pressure you experience at work and at home?
38. What kind of support do you get in dealing with the pressure at home and work?
39. How do you think the perceptions of people about gender roles and expectations in the society should be changed in order to reduce the pressure women face at work?
40. Please give any other suggestions/recommendations to reduce the pressure women face at work and at home?

## Questionnaire

### Gender Beliefs and their Effects on Women's Career

#### Questionnaire

I am MS Student at the International Islamic University Islamabad and I am conducting research on the topic given above. You are requested to kindly fill this questionnaire. I assure you that all the details of this questionnaire will be kept confidential and will be used for purely academic purpose. I shall be thankful for your cooperation.

Thank you

1. Name of respondent
2. Age \_\_\_\_\_ years. (Completed years)
3. Gender
  - i. Male
  - ii. Female
4. Employment
  - i. Working
  - ii. Non Working
5. Head of the Family
  - i. Male
  - ii. Female
6. Education
  - i. Illiterate
  - ii. Up to Primary
  - iii. Up to Middle
  - iv. Up to Matriculation
  - v. Intermediate
  - vi. Graduate
  - vii. Masters
  - viii. MS/PhD
7. Marital Status
  - i. Married
  - ii. Unmarried
  - iii. Separated
  - iv. Divorced
  - v. Widower / widow
8. Occupation \_\_\_\_\_
9. Does any woman work in your family?
  - i. Yes
  - ii. No (Skip 10 and go to 11)
10. If yes how many women work?
  - i. 1 – 2
  - ii. 3 – 4
  - iii. More than 4
11. For how many years do they have been working?

- i. 1 – 2 years
- ii. 3 – 5 years
- iii. Above 5 years

12. What is the purpose of women's work in your family?

- i. To contribute to family income
- ii. To support herself
- iii. To pass time
- iv. To utilize her degree
- v. Any other (please specify) \_\_\_\_\_

13. Do women work among your relatives/circle of friends?

- i. If yes for how long have they been working for? \_\_\_\_\_ Years.
- ii. No

14. What kind of work do women in your community usually do?

- i. Work as teachers
- ii. Work as midwives/nurses
- iii. Doctors
- iv. In Private / NGOs
- v. Any other (please specify) \_\_\_\_\_

15. How would you rate your opinion about the nature of work suitable for women in your community?

		Respectful	Tolerated	Un Islamic
i.	Teachers			
ii.	Midwives/nurses			
iii.	Doctors			
iv.	NGOs/private work			
v.	Government			

16. How will you rate your opinion about women's work in the society?

i.	Would you mind your daughter/wife/relative working in a public/private organization	Yes	No
ii.	Would you mind women in your family going out with their male colleagues	Yes	No
iii.	Would you mind women in your neighborhood/village working along with men	Yes	No
iv.	Would you mind having female colleagues at work	Yes	No



**17. Please rate the following in reference to change in women's attitude and behavior after work**

i.	She is not respectful to her family	Yes	No
ii.	She takes care of the needs of the family in a better way	Yes	No
iii.	She shouts at her children	Yes	No
iv.	She is careless	Yes	No
v.	She is forgetful	Yes	No
vi.	She is lazy and tired most of the time	Yes	No

**18. Please respond to the following statements in reference to women's work in your community**

S/No	Women's work	S.A	Agree	Neutral	Disagree	S.DA
i.	It is alright for women to work in the public/private organizations					
ii.	I know many women who are working outside their home.					
iii.	Women's work in NGOs is un-Islamic					
iv.	Women's place is in the home, looking after the family and children					
v.	Women's work has allowed her to live a hygienic life					
vi.	Women's work has improved the health of the family					
vii.	Women's socioeconomic status increases due to her paid work					
viii.	Working women are involved in decision making process at home					
ix.	Educated and working women are respected					
x.	Men enjoy a better position as compared to women					
xi.	Male dominance in society is good for females.					
xii.	Women's household responsibilities are ignored as a result of their paid work					

xiii.	Working women are faced harassment					
xiv.	Woman should be the one to sacrifice her career if it affects her personal life					

**19. Please respond to the following statements on women's work outside home**

S / No	Issues at work place	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
i	Women are still less likely than men to be associated with leadership positions at work					
ii	Women at work place experienced low paid jobs.					
iii	Working women faces different problems.					
iv	Females are prone to different abuses at work place.					
v	My family doesn't support women to leave the household work and go to office.					
vi	I stop my mother/daughter/sister/wife to go outside, if she has faced any abuse at work place?					
vii	My mother /daughter/sister/wife are independent in taking decisions regarding to their career.					
viii	Male and female should treat equally in different organizations.					
ix	Women experiences differences and inequalities at work place.					
x	Females are secure during their working hours.					
xi	I allow my mother/daughter/sister/wife to interact with males at work place.					
xii	Women remain unrepresentative in the high ranks of power because of house hold responsibilities.					

**20. Please rate the following statements in reference to effects of women's work**

i	women's work can affect her health negatively	Yes	No
ii	an educated working woman can turn out to be a good mother/sister/wife	Yes	No
iii	Women's work has overburdened her	Yes	No
iv	Women's work has led to conflict at home	Yes	No

**Thank you for your participation and valuable time!!!**