Comparison Of Issues And Challenges Faced By Teaching Graduates’ And House Hold Women In Participatory Role In Domestic Practices And Earning In Lasbela District

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Abstract
This paper evaluates the critical role played by women especially the graduates in Pakistan. It elaborates that their role is very important in shaping the actual image of the country. The study also highlights the social and cultural equity of women whose significance is also narrated in most divine revelations, interpretations and translations of Holy books. A survey was conducted to observe the critical role of these working women and their efforts were linked with the domestic financial status. The samples were drawn from district Lasbela of Balochistan region where the women are mostly engaged in various low-paying as well as administrative roles. The observations, fields, interviews and literature reveal that Pakistani working women bring up and raise children with care and love despite their hard work schedule. The study finds that women participate in all activities as enthusiastically as men in Pakistani culture. They always try their best for betterment of their family and society. They struggle to earn money for their children and families. The study suggests that the role of women must be acknowledged through official acknowledgement and acceptance for better financial and economic status of women in the country.

Key words: Economical role, teaching Graduates, social and cultural equity, financial status, domestic earnings, low-paying jobs

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Introduction

It is quite true that working woman in South Punjab are as responsible as men for bringing prosperity and solidarity in domestic contexts. In some cases, they are more job-conscious and responsible than men. They work at homes as housewives and outdoors as doctors, engineers, scientists, pharmacists, teachers, researchers, designers, singers, writers and various other professional backgrounds. They have hard life to survive not for themselves, but for the entire families. They play all roles as bread and butter earners for the family (Lantara & Fariati, 2015).

Women constitute more than half of the total population of Pakistan. They represent a big portion of labor force that is adequate for development and socio-economic growth. The employment rate of females in Pakistan is still low in comparison to the world that stands around 6.7 percent according to World Economic Forum. Many women who live in downtown areas work almost whole day with their male family members. The labor force of any country has an essential role in the uplift of economic growth. It has the capacity of reducing poverty and hence creating more employments. She used to work with great fervor and passion as an engineer, doctor, journalist, pilot, professor and social worker. Despite all this, they need further emancipation so as to play a much active part in the socio-economic development of a state. Families expressed strong preference for sons for only economic reasons. They think that women have low economic value (Winkvist & Akhtar, 2000). This argument is equally supported by Parveen, (2006) as she affirms that without active participation of women, no country can develop rapidly. Pakistan is an Islamic state. It was created with an Islamic ideology. It is the need of time that men and women work together for the development of the country.

Purpose of the Study

The study purposes include the task to elaborate the significant role of working women especially who has a undergraduate degree of teaching in the economic and financial development of district Lasbela in Balochistan. The study is expected to bring to light the pivotal role of women in increasing GNP and to some extent the GDP. The study purpose is also to highlight the various roles of working women in Pakistan. General purpose of the study is to find out how women support their families economically to uplift their living standard. The specific purpose of this study is to investigate how the women of Lasbela district help their men for betterment of their families.

Justifications

The study is justified in that the role of working women particularly those who have earned an undergraduate degree in teaching in district Lasbela has not been recognized significantly in past. This district has not received the federal and provincial grants to the same extent as the other districts in Balochistan province for women development projects. Hundreds of thousands of women in the district remain unsung heroes who take vibrant part in the development of economy. In rural areas of this district, women
are mainly responsible for household tasks and home chores. The study is also justified to bring to light the chores and tasks that increase the domestic revenue for countless number of households in Lasbela. Nearly all the women directly or indirectly participate in the household economy (Ambreen, Mohyuddin, & Rehman, 2012). The study would yield the benefits to the entire working force of the country that add to the economic growth and development of the country. Ahmed, (1992) along with Ferdous, (2005) raised issues of women employment in Pakistani job markets and opportunities provided to them in their professional services. They also raised concerns of social status of rural and urban working women in Pakistan.

Scope of the Study
The scope of the study is limited to the entire women population of the district of Lasbela, Balochistan. The policy makers of women development projects and other social development projects will benefit directly from the study. The study must not be generalized beyond the scope. Local and provincial authorities in the district of Lasbela will be able to draw effective schemes for engaging talented and potential strength of working women. Their financial support and equity-based projects are likely to increase the working environment for the women in Balochistan as well.

Review of Literature
The role of women is widely regarded as sacred and respectable in prehistoric period of humans. They were considered respectable due to ability to reproduce human race (Smith, 2008). Primitive literature gives the concepts of Goddess rather than God in old Greek mythology and same in Hinduism as Devi and Mata are the manifestations of women reproductive role in primitive societies. In these societies, women used to work at homes and men were supposed to work outdoor. They were not given equal rights as men have. Women used to perform all economic activities and contribute a great share of their efforts. Men were considered as bread winners of their families. Women’s contribution was not acknowledged adequately (Fausto-Sterling, 2008). No doubt, men and women are the two partners in life business. Without each other, no country can progress. Many campaigns have been launched to create awareness in the society about the role of women. Now people acknowledge their role and services toward society. In most of the cases in Lasbela, mothers act as head of the family at home. They take decisions and teach their children at home. These are her efforts that man work freely in offices and workshops. We cannot deny the active role of women in our lives and societies. Educational achievements of female students are much higher in rate than male students in cities. If we talk about women employment patterns, it varies throughout the Muslim world. Pakistani women are economically active when employed. Pakistani women are playing great role in national economy.

The women of Pakistan are considered one of systemic gender subordination. It varies considerably across classes, regions, and the rural / urban divisions. Due to their endless efforts and active part, she is enjoying better facilities and incentives than the
past time (Women in Pakistan, 2000). Due to religious misconception, all the religious
groups quote the Quran and preach subordination of women in Pakistan. Women were
sometimes organized into large-scale public demonstrations. Before 1947, there was a
tendency for the Muslim women in Punjab to vote for the Muslim League while their
menfolk supported the Unionist Party (Ali, 1999). It is quite evident from Islamic
history that besides looking after their families, Muslim women gave great services to
societies. They have been performing the sensitive responsibilities of Chief Justice.
They also have been involved in economic activities like trade and business and even
agriculture department (Mahpara & Qurra-tul-ain, 2011).

A woman in Lasbela district acts as the humble manager of the family income.
It is her responsibility to secure maximum return from every penny she earns and spend
for the family. She always prefers to prepare a surplus budget instead of a deficit budget.
Generally, a woman in this district is found to be calculating loss and gain while
spending money. She distributes judiciously the income on different heads such as
necessities, comforts and luxuries.

The woman in the family also contributes to the family income through her own
earning within or outside the home. She has positive contribution to the family income
by the work. She herself performs in the home and uses waste products for productive
purposes. It is evident that women cannot play their role without proper training and
education. In Pakistan, women education is not considered as important as for men.
They are always kept behind in education system. They are not given enough
opportunities to get education as compared to men (Khalid, 1996).

No doubt, a woman has a great role in the development of every society. They
play an important role in building up the society and nations. Without involvement of
women, the society cannot exist. No one can refuse the progress of women in the
construction of society. Women have always played their best role as mothers, wives,
daughters and sisters in every stage of life. Women are working consistently in every
field of life, such as politics, education, health, services, economy, business and many
more. Working women are in every field of life in Pakistan and its ratio is going upward
day by day, but they are facing many problems as well.

Women play vital role in economic development of a country. But
unfortunately, there are some hurdles and issues which stop them from sharing their
responsibilities in the development of Balochistan. They are more likely to face
challenges to urban mobility in the form of discrimination and abuse while accessing
public transportation, or cultural norms in conservative areas where women’s preferred
role is confined to the boundaries of their homes. This restricts their ability to access
suppliers or buyers directly, still the ability to generate income while working at home
(Malik, Majid, Fateh, & Perera, 2016).

Pakistan is a developing country where better and bigger occupational opportunities
have witnessed an increased and enhanced role and engagement of women in labor
market. Now women are much interested in coming out from homes in surge of work
that is income-oriented so that they can achieve their financial independence as well as
they can have a social status that is more like of the status of men in the society and the family. However, it is also a fact that working women face increased challenges and problems which are mainly caused by social and cultural hindrance and barriers, and these problems and challenges are different from urban to rural localities and also within the same localities as well. Firdous, (2005) was followed by Arshad, (2008) in the context of women workforce in Pakistan. They say that a huge workforce of women remains unemployed each year in Pakistan. They write that there are many problems in every society. Women are the great working force of any society. Women of Pakistan are facing many problems in daily changing societies. They are facing sexual harassment in offices, universities and educational institutes. They are kept backward and ignorant. They are facing gender discrimination. Women are less paid in public sectors. Their efforts and responsibilities are not acknowledged by the senior management (Firdous, 2005). Similarly, Noreen and Khalid, (2012) have also raised issues in gender empowerment and employment through higher education. The researchers have looked for the various opportunities that Pakistan can provide to these young and talented working women.

Research Methodology
In this study, mixed research approach was adopted. This method is very useful for collecting and analyzing the data. We can mix very easily quantitative and qualitative data for research purpose (Creswell & Piano Clark, 2007). Objective of using quantitative and qualitative methods in combination was to achieve better results (Brewer & Hunter, 1989). It was a field research. There are three types of qualitative field research methods. These methods focus to capture live experiences, participants’ observation and qualitative interviews. This technique is suitable when a researcher is facing both quantitative and qualitative data. It provides a better understanding of research study than either type alone. This method has vital effect when it associates both quantitative and qualitative data (Miles & Huberman, 1994). Furthermore; it evaluates all possible outcomes of the study. It helps to create “a complex” depiction of public occurrence (Greene & Caracelli, 1997).

Population and Sampling
All working women of Lasbela district are target population. Status of women is not same in Pakistan. There is a reasonable change in the status of women across classes to classes, regions to regions and rural to suburban areas of Pakistani society. All these samples who participated are those women who are earning directly or indirectly or raising the income of their families and dependents. A sample of n 1=82 working women from urban areas and n 2= 57 y from rural areas was drawn randomly as sample of the study. Some women were old and some were very young. Some of them were educated and some were not.

Research Instrument
The targeted population belonged to urban and rural areas. Specially, women of rural areas in the study were less educated. So, the respondents could not understand
the questionnaire even in Urdu language. A structural interview was designed to collect the data for the study. The structured interview is useful where researcher is aware of what he does not know and he is in a position to frame questions that would give the knowledge required (Lincoln & Guba, 1985). A structure interview consisting of 15 questions was designed to inquire the role of women in uplifting the living standard of their families.

**Piloting**
The interviews’ validity and reliability were checked through pilot testing on n= 17 randomly selected women. The results of the pilot study were helpful to maintain consistency, reliability and content validity of the interview. Some required changes were made on the basis of result obtained through pilot study.

**Data Collection**
All the data was collected by personal visits to respondents. Before starting the interviews, respondents were briefed about the purpose of the study. They were further informed that their name would never be disclosed to any one in any condition. A formal permission was asked to record their interview so that it could be listened to again and again in analysis procedures. The researcher visited different respondents and asked them different questions related to the study. Many respondents could not understand English or even some could not understand Urdu. They were briefed in their mother tongue Saraiki. All the interviews were conducted by visiting personally to different areas. Some interviews were conducted in offices and some were at homes. Some respondents could not understand Urdu and English languages; they were helped out by translating into “Saraiki” dialect which they understood well.

**Data Analysis Procedure**
There is no one single or correct way to analyze and present qualitative data. Further, qualitative data analysis as displayed in this study comprised difficulty in interpretations too. It was noted that there were frequently multiple interpretations to be made of the data as it is the glory of the qualitative data. The researchers followed the method of qualitative and quantitative methods. Data was displayed in the forms of suitable tables and figures. All the tables and figures were numbered in ascending order to the easiness of the readers. All the collected data was displayed in the forms of tables. It was analyzed by applying average method and displayed by appropriate graphical methods. At the stage of data analysis, all the collected data was noted briefly. On the basis of collected data and analysis of data, findings and recommendation were developed. All the data was displayed with appropriate graphic techniques. The data
was collected by structured interviews. The researchers used this method because some respondents could not read and write in rural areas. All the interviews were conducted personally by visiting respondents. Some respondents were not available at offices; they were besought to give time at home. All the answers were recorded after getting permission from respondents. All the interviews were heard attentively several times. There were multiples aspects in them. The researcher coded all the aspects carefully and displayed all these contents.

Item 1: How much do you support your family in financial affairs?

A total of 57 respondents told that they spent all their salary for financial affairs of families. 29 respondents told that they shared more than 50% of their salary for financial affairs for their families. 14 respondents informed that they shared only less than 50% of their salary for financial issues of their family. Most of the respondents belonged to rural areas. Most of the women of rural areas worked in the fields along their families or spouses. All their income was shared for their families’ financial issues.

Figure 1: Salary Share

Item 2: Does your family depend on you for financial expenditure?

A total of 39 respondents told that their families totally depended upon their income. 52 respondents informed that they just wanted to share the responsibilities of their families. 9 respondents stated that they worked outside their homes for betterment of themselves. In this category, most of the women belonged to urban areas. They were educated enough and wanted to share financial responsibilities of their families. In the rural areas, generally women worked together with their family member to earn jointly.

Figure 2: Dependence on Family

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Item 3: Are you satisfied with sharing responsibilities of your family?

On asking, whether they were satisfied on sharing responsibilities of their family. Most of the respondents stated that they were quite satisfied on sharing economic responsibilities. 71 respondents stated that they were completely satisfied. 18 stated that they were not satisfied and rest 11 participants remained unanswered. The respondents were ready to share their resources for the betterment of their families. Educated women responded that they were not only satisfied, but suggested other women too to participate in money-raising activities like small businesses at home or working in offices.

Item 4: Which profession do you recommend for women?

Respondents were asked which profession they would recommend for women. On asking whether teaching was a good profession for women or not, 32 respondents recommended teaching for women and 28 women stated that medicinal profession was a suitable profession for women. 40 women were of the view that women should run their own business even at a small scale. In the past, people thought that teaching and nursing were the only professions for women.
Item 5: Does your family help you out in your job affairs?

A total of 77 respondents stated that their family members always helped them in job affairs. 19 women told that their families did not help them in job affairs. 4 respondents informed that they did not need any type of help from their family members. Women were dependent on other family members to accomplish their jobs.

Item 6: Do you face any gender discrimination in your office or in your area?

Respondents were asked about facing of gender discrimination. 73 women stated that they always faced gender discrimination at their work places. 16 women stated that they faced it sometimes. 11 women informed that they never faced gender discrimination at their work places. Gender discrimination was the universal problem for all women. Men think that women were not equally capable.
Item 7: Does your family involve you in decision making?

All the respondents were asked whether they were involved in any decision making about their family affairs. 64 respondents stated that they were totally involved in decision making of their family affairs. 28 women told that they did not have enough rights for any type of decision making about their families and children. 8 women informed that they were sometimes asked for some involvement about decision making. Usually breadwinners have rights for any type of decision making.

Figure 7: Decision Making Process

Item 8: Do you perform domestics’ chores of your home?

All the women were asked about their domestic duties and responsibilities. Generally, women are made responsible for domestic chores also while earning money for their family. When women were asked about performing domestics’ chores of their homes, 69 women stated that they themselves performed domestic chores and duties. 10 women were of the view that they never performed any duty or assignment at home. This is quite equal in rural and urban areas with little exceptions.

Figure 8: Performing Domestics Chores
Item 9: Do you have ample amount of time for entertainment?

78 women replied that they did not have time to enjoy the life. When they come from workplaces, they are to perform lot of domestic assignments at home. 15 women stated that they had leisure time sometimes. 7 women replied they never had time for entertainment. But unluckily, working women do not enjoy their lives well. They are to work at their workplace for long hours. When they come back, again numbers of assignments are there for them.

Figure 9: Leisure Time

Discussion
Researchers analyzed the collected data by appropriate techniques. Recommendations have been given for policy makers and readers on the basis of data analysis. At the end, some recommendations have been suggested for future researchers at similar topic.

Summary
All the women play vital role for improving living standard of their families. Present study was conducted in Lasbela, Pakistan by conducting interviews of randomly selected working women. 50 women were selected from urban areas and 50 from rural areas. The study shows that all women, living in urban or rural areas, play vital role in uplifting living standard of their families. Many aspects of women came into light after conducting this study. Research shows that women of rural areas are least educated, but are more effective in uplifting the living standard of their families.
They earn less money, but work long hours and resultantly get little money. Another aspect of the study shows that young women are working in urban areas and old women are working in rural areas. This is due to the fact that people living in rural areas are very strict to Purdah and they do not wish to send their young ladies outside from homes. Moreover, it is pertinent that literacy rate among young women be increased. That is why young ladies in urban areas are playing active role by sharing their families’ responsibilities.

The findings of the research prove the importance of education and the role education does play in life of women in Lasbela District. The time spent in education has shown a direct and positive affect on the progress and achievement of participants in the professions in which they are.

The study found difference of opinion among the respondents about the matter of house-held responsibilities and duties of the women. Few participants were the opinion of that husbands do share house-held duties and responsibilities with their wives whereas few of the participants argued that the house-held duties and responsibilities further can be divided and sub-grouped in the groups of indoor and outdoor responsibilities and the husbands do share outdoor as well as indoor responsibilities in some cases so that women have extra time to look after their children, their kitchen and manage their home in a reasonable way.

A low number of participants opined that women need to understand the fact that they are living in an Islamic society which has deep rooted male-dominant traditions and culture therefore the women should not create confronting situation at homes which leads to adverse consequences for women. They claimed that by planning and accepting the encouragement and inspiration from their male family members (fathers, brothers, husbands and even sons) for their restraint, women should seek higher education and careers. Many participants agreed that the male dominance phenomenon should be approached in a non-confrontational way so that men feel assured that their women are under their influence. Many respondents stopped addressing family problems. Perhaps they found it to be very personal. In periods when society was much more traditional than today's society, virtually all participants respected and accepted the encouragement of their fathers, brothers and husbands to support them through their education and work.

Findings

Pakistan is a developing country. Many educational plans and policies are made for literacy increase. These plans and policies are more effective and fruitful in urban areas than rural. Young women of urban areas are more educated than villagers. This study shows that young women in urban areas and old women in rural areas are the main workforce in Pakistan. In rural areas, young women are not allowed to go outside their homes and work with strangers. Literacy rate in Pakistani rural areas is very low.
Women schools and colleges have fewer facilities of modern education. That is why rural areas have higher dropout rates. In these areas, most of the women are working, but due to low education, they are not useful for their families and themselves too.

In the urban areas, women are educated and working in the offices and institutes. In the urban areas, people send their women to colleges and universities for higher education whereas in rural areas people always try to send them in vocational institutes for acquiring skills for earning more money. So, the urban women are playing better role in uplifting of living standard of their families. It is evident by data analysis that married women are more responsible and eager to earn money. They are equally responsible and looking for the betterment of their families. Married women prefer working for making enough money. Both urban and rural women are equally conscious about the living standard of their families. They are serving to humanity by adopting different profession. They are becoming doctors, bankers, physicians, scientists and many more. In rural areas, people think that teaching profession is the best profession for women. Men do not allow their women working with stranger men. Illiterate and less educated women are doing work in agriculture. People think that there is no need of education in agriculture field. Most of the people who are living in rural areas are poor. There are limited resources for poor people in rural areas. They cannot afford to travel to remote areas for education or employment. In urban areas, life necessities and facilities are situated very near to urban people.

Conclusion

Most of the working rural women are of the view that education is the only source of income. If women get higher education, they will definitely earn more money. All the working women understand the importance of education. That is why they wish that their children (male and female) get higher education. Rural women face many challenges and hurdles in Lasbela. They think that teaching and nursing are the only two professions for women. Majority of working women wish that their daughters also get higher education. There is a misconception that working with men is contrary to Islamic teachings. Rural men do not like the women who work at any institutes where men and women work together.

Rural women are facing different problems as compare to urban women. Urban women are in possession of maids and servants whereas rural women do not have such facilities at home. She is to work hard from dawn to dusk in the fields and in the evening, she is to perform domestic chores at her homes. Rural women help their men in the fields and men do not share their responsibilities at home at all.

Women suffer from socioeconomic inequalities in Pakistan. These pervasive differences become the causes for many social problems for women. They do not feel secure about their jobs. Resultantly, they are to leave the jobs and it directs them toward unemployment. It creates poverty among Pakistani women. In Pakistan, unequal social status and power of men and women are the main enabling factors of men to control their labor which defines women’s status as subordinate, dependent and inferior in the labor force. There are practices of gender inequality at almost all places for working
women in Pakistan. Women are exploited in the family as a second sex and in the labor market as a less paid labor force.

Working women contribute financially in their families’ income and due to this economic independence, they gain more respect and status from their families, but they have still respect for male superiority which comes from their fearfulness and morality as they think that if they claim their place like men in the family, their homes would be ruined. Without working women ‘s cooperation, men are unable to accomplish their duties and responsibilities. It does not mean that women are not allowed to go outside for earning purpose. According to needs and requirement, they can go outside their homes and do the needful activities for economical betterment for their families.

Recommendations

- Some laws must be there to root out gender, job and color discrimination at work places.
- There should be some seminars and awareness campaigns for women rights.
- Our schools and college syllabus must have ample of stuff for women rights.
- They are huge working force. This force must be utilized effectively and wisely.
- Pakistan cannot progress without their participation. They must get employment in all industries and institutions.

REFERENCES


