

Issues of Women at Work Places in Rawalpindi

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Abstract:

This paper deals with the research findings regarding issues of women at work places, in Rawat, District Rawalpindi in the province of Punjab. Women in that area have to face a lot of problems at work places. They have no rest pause, bounces and transport facilities available. Women of that area work very hard for the growth of the economy. They work down to dusk, using recent technology; they tried to do their best. This research paper basically deals with the problem that the women facing in that area and also deals with the resources and strategies to overcome their problems. The data presented in this paper were collected through qualitative anthropological techniques.

Key words: professional challenges, male dominating society, gender or sex discrimination, priority issues, ideal woman, rest pause, time and space limited.

Introduction

Women are considered as the backbone of each and every society. Women's role in society has changed a lot. Many of difficult tasks nowadays have been performed by women. Women are considered as the indicator of development and their skills and potential are highly recognized. Despite this tremendous advancement, women still have to face a variety of

professional challenges in male dominant society. Unfortunately, in our society and in Rawat area women are facing a lot of problems at work places. Many of the biggest challenges facing women in that area still include gender or sex discrimination. Women in that area used to receive less salary as compared to men who are holding the same job. Male dominating society exists there. Women in that area have to face a lot of trouble in each and every step of life because of priority issues. Commonly, a woman is said to be 'ideal woman' if she cook, clean, look after their children's at the same time, but it's very difficult for a woman to manage all the things at the same time. It has been said that no nation in the world will be able to survive and thrive without women. Many of complicated problems have been performed by women in such a way that no one can imagine that. In every religion there is certainly a place for women in the society. Many women now a day are doctors, pilots, engineers and serve their nation. No one will be able to challenge women's role as they are the backbone of our society.

Steers and Porter (1983) distinguished four elements which are significant for women and men at work places. Social function, which "provide opportunities for meeting new people", "some form of reward in exchange for his or her service", "source of status" and "personal meaning of work"

Gold Berg theory of male dominance based on psychopsychological processes, was originally published in 1947 and gained popularity. A much precise and developed version of this theory was published in 1993 under the new title *Why Men Rule*. He focuses on the impact of philosophy on social attitude and behavior, in particular the effect of male hormone such as testosterone as a source of sex differences on motivation. He argued that testosterone and other differences in male philosophy makes men generally more self assertive, aggressive, dominating and competitive. A second effect of this theory point out the hormonal and other physiological

differences in shaping the character of the private heterosexual relationship.

Christine L. Williams, (1991) talks about the issues of women at work places which cover all the major problems that the women facing now a day regarding their health issues, maternity leaves, glass ceilings, priority issues. She examines the stereotype of male and female work. Her study reveals that even in non-traditional occupations sexes rarely engage in the same activities on the job and it means that certain specialties can be feminine-identified and other masculine-identified.

Women like men are equally important part of our society. According to the 1981 census of Pakistan, 49 percent of our population consists of women. The issues of women are more or less always been the subject matters of discussion on among philosophers, social scientists and specialists in various fields of knowledge. The role of male and female is different in many parts of the world, but generally the inner household activities are referred to females and outside activities are referred to males. As Keesing said about the different theories about women that women are universally subordinate to men because in every society, public and political life had been permanently in the hands of men (Keesing, 1981). But beside this, women in some areas do involve in the outside activities and among them are the women of rural areas especially Punjab. According to the labor force survey of Pakistan 1986-87, 44 percent people of age ten years and above are engaged in labor in Punjab, the labor force participation rate of female is higher than in any other province and it is 14.34 percent.

According to a book women and man tend to do different kind of work. Some work is limited to man and some to the woman, but because of changing situations women have to do a lot of work which has been limited to men in the past. Historical and institutional and cultural factors are the main factors which are responsible for the issues of women at work places. By culture we mean their traditions, custom, beliefs,

ideas, how the specific people use to live their life, and what kind of activities they performed. So, from culture to culture role of women vary. Like western culture promotes women to go and earn and to improve their standard of living, but in our country there are some sort of restrictions. Women are not allowed to carry out certain activities. Discrimination referred to the different ways that the male and females are treated. Male in our society used to enjoy more facilities as compared to females. There are certain restrictions and limitations for women in our society which is somehow good for us. Social role is the main phenomenon which is used to remove the gap between male and female. By socialization process women will be able to compete man in every step of life. The greatest gender inequality occurs in rural areas, but in modern developed countries, gender inequality also occurs. Women as a class found in low prestige jobs, they have fewer benefits, low salary and they have to suffer a lot.

Women and men have equality in hunting and gathering in primitive societies like those of American Indians and in the urban culture which is advanced (Boserup, 1970). In most of the case women the situation is found worse as compared to men because women have to do a lot of work not in offices but also in houses. Moreover, this class and gender discrimination is prevailing from traditional societies so now instead of much modernization and industrialization we also found traces of such things a lot.

Research Methodology

The present research was conducted in Rawat, District Rawalpindi, in Punjab, Pakistan. Rawat is located 25 km from Rawalpindi. Anthropological research methods, including participant observation and in-depth interviews were used to collect empirical data. While using purposive sampling method 25 women were selected and interviewed. This research was not

a longitudinal study. Researchers stayed in the field for 3 weeks to collect data.

Results and Discussions

Over the past few decades, women have to go out to earn their living and to increase their standard of living. Whether they have children's or not they have to work in order to cope with the changing environment. Over the past few decades, the evidence of an unhealthy work life balance is seen in a rise in work places. Inappropriate atmosphere is one of the basic reasons of stress for women in Rawat village. In Rawat village approximately 80 percent women facing workplace issues which ultimately causes stress, excessive abuse, headache and lack of leadership qualities.

Gender Inequality at Work Places

In Rawat village women have fewer facilities as compared to men. Gender equality achieved when both men and women are supposed to enjoy resources or rewards without the discrimination of sex. But in this village gender in equality exists a lot and because of this many women of Rawat village have to spend their final years of life in poverty. This gender inequality leads to woman's dissatisfaction which can be overcome by the elimination of discrimination on the basis of gender, particularly in relation to family and caring responsibilities for both woman and man. Healthy environment should be provided to women. Women have leadership qualities so they have right to avail this opportunity.

Gender Inequality Waste Resources

Many women in our country have to face gender in equality which also wastes resources. Many tasks which are limited to men in our society can also be performed by women, but much institution used to prefer men as compared to women. If men

were not available then the specific task will be on pending till these institutions or organization have enough men to carry on their work. This act majorly waste resources or time also. Pakistani women are able to reduce the gap between man and women in health and education centers, but still they are working hard to get good jobs and salaries like men. By vanishing gender inequality in Rawat village we will be able to earn more and our economy will grow stronger and stronger day by day and every woman have equal chance to play their role in the success of the country.

Sexual Harassment

Many of the women in Rawat village have reported that it is one of the serious issues which are routinely practiced in many work places. Working women majorly became the victim of this evil deed. According to U.N.O; “it is a kind of behavior that hinders work or promote offensive work environment”. Many of the women in that area have mixed opinions about this issue about 80 percent women said that even confident and empowered women of that area became the victim of this act. Many women do not raise their voices against this act and feel embarrassed and shame at being harassed. Women in Rawat area said that the behavior of the male member in their factories or organization is not so good. They used to adopt a foolish kind of attitude. Women reported that they feel uncomfortable with this kind of atmosphere and they are not able to do their work as well as their intention is diverted. They feel insecure in this kind of atmosphere and when they try to avoid such kind of attitude, then they have to face harsh and rude attitude of the male members. Women reported that not even other working man, but also their bosses have harassed them many times. However, as compared to many European countries sexual harassment is less in Asia because of anti-sexual harassment act which is promoted by many Asian countries.

Women Abuse

Women abuse is very common not only in backward areas, but also in some modern societies. Even at work places women have to face harsh and rude behavior. If they are not being able to do their best then they were punished. Many women in Rawat village have reported that they are not only facing women abuse by their husbands at home, but also facing rude behavior at work places. Because of male dominating society they can't have the courage to raise their voices against this evil act.

Maternity Leaves

Most women in Rawat village have not paid maternity leaves so they have to face a lot of problems regarding money. They have to maintain a balance between their "needs and their resources". The organizations and offices in that area do not provide any sort of extra salary to them as a result of this shortage of money exists and because of long working hours there might be a risk of their health issues also.

Transport Facilities

In Rawat village transport facility is majorly confined to man. Women in that area do not have separate vans or buses. Women have not their private transport and to move from their houses to their work places they have to rely on public transport which is very time consuming. Women in that area demand that there should be one van which is only confined to females because there is not such kind of facility in that area. Mainly, when they return to their houses when they done with their work it was late night and there was no public transport, which is available there so they have to wait for buses and when it approaches there were present only seats for males as the female seats were also reserved by male members. So in order to overcome this difficulty organization should provide them free transport facility.

The Work and Life Balance

Women in that area have to do a lot of work. They are demanding husband, a strict boss and they also have to look after their children's. So, in order to attain all these goals, there must be a work life balance. The husband should cooperate with their wives because it is very difficult for them to carry out all the activities at the same time.

Glass Ceiling

The majority of women at work places face, commonly referred to as glass ceiling. It acts as a hurdle or as a barrier for woman in their way to prove themselves as a strong woman in the society regardless of their qualification or achievements. These barriers prevent a large number of women from obtaining and seeking a good job at work places. As a result of this woman of that village suffers from a feeling of inferiority complex. However, a glass ceiling also reflects a woman's conscious desire to avoid high risk, high profit and high paying roles.

Lack of Family Support

Lack of family support is another serious issue that the working women suffer from especially in Rawat village. Head of the family doesn't support their women to leave the household work and go to the office. Women have to work till late to increase their income, but families also restrict them which seriously affect their promotion. Majority in that area head of the family is male as there is male dominating society exists in our country, but in that area male feels that he will able to do each and every thing he wants. Instead of cooperating with their woman, they used to have rude behavior which is the main reason for producing anxiety among women.

Health Challenges

Women face different workplace health challenges than man. As compared to man, woman have different kind of job. Social,

economic, and cultural factors also put women at risk for injury and illness. Women have low income and bounces as compared to man. Gender discrimination is the main reason which can affect woman physical or mental health. Women suffer from Anxiety, Depression, Nausea, and Headache. Family tasks also put additional stress on women; they have to do a lot of work all at the same time. When household tasks exceeds, then the women suffer from headache, depression and also became a victim of neural disorder. It can also result in mental health problem and women became a psycho patient.

Job Insecurity

It is also one of the main issues of women at workplaces. The majority of women in the village is ill literate. They used to pack different things and also do needle work. If any one of them was on leave, then she was replaced by another lady. So there is always a risk of job insecurity. Many of my subjects have reported that organizations in which they work did not provide them with leaves. As two or three leaves are every woman right, but in that area there are strict actions taken against those who used to violate these rules.

Leadership Challenges

Most women have leadership qualities, but due to male dominating society, lack of role model, lack of opportunities they used to rest upon the male members of the organization. And while their organization may not have expressed significant concern about women's leadership development. Many organizations have many talented women, but they used to prefer men to deal with complicated problems. The thing which is necessary concerns with the certain strategies which used to promote women to play their role in every walk of life. Women should be promoted when they did any kind of good work as when they boost up by their boss, they will try to do their best in every walk of life.

Long Working Hours

The majority of women in Rawat village has to work late night. Long working hours is not suitable for the women because they also have to do many household tasks as well as transport will not be available at late night. And their family also does not allow them to come to their home at late night. Especially in our country, it is taken as a bad manner for a woman to work out, but according to the present situation, it becomes necessary for women to go and work out but long working act as a hurdle in their way. Mostly women in Rawat village left their jobs because of long working hours or because of time clashes so the organizations should do something in order to improve their outcome.

Non Availability of Rest Pause

Women have to work continuously without rest pause. Continuously working badly affects their health and they suffers from muscular pain as a result of this they will not be able to pay concentration on their work. Rest pause must be provided to them as a result of this they will be able to do their best in every course of life. In many organizations rest pause is not provided to women as a result of this feeling of hatred towards this organization will develop. It is a matter of common observation that only a person will be able to do work in fully stable environment where there is no one to disturb them and to interfere in their work, but if rest pause is not provided to working women then obviously they will develop a certain kind of negative thinking toward the organizations.

Theoretical Analysis

One of our respondents said that she has to face a lot of problems regarding priority issues. Male members of that area used to enjoy more facilities as compared to females. She said that she receive a less amount of money as compared to men

working at the same place. One of our subjects shares her point of view that transport facilities are the main issues in Rawat village, she said that she has to wait approximately half an hour to get the bus. Mostly seats are reserved for men and their present very limited seats for women in local transport. Other women said that she has to work continuously without rest pause as a result of this she became the victim of muscular pain and she cannot easily work well and she will not able to continue her work for a longer period of time.

According to one woman she has to face job insecurity. One day her son was not feeling well and she was with him at the hospital. The next day when she goes to their work in a usual manner, then she was surprised to know that she was fired because of her absence for one day only. So as a whole, women in Rawat village have to suffer a lot whether it is transport facility, priority issues, gender inequality.

In the 20th century, many women had to work to improve their standard of living as compared to previous centuries. In the past, women have limited resources and packages which have been offered by organizations and offices in which they are working but due to advancement now woman have enough opportunities to go out and work. Some private institutions want more outcomes in less time. They are “time and space limited”. “Rest pause” must be provided to women who are working outside their houses who are also the main source for increasing the economy of our country. If the organization and offices provide facilities to women like men then they will be able to work more deliberately. Most women now days have to work out, cook, clean, look after their children’s at the same time, so in this situation if they have to face difficulty at work places then they became depressed. In order to overcome this, a fully stable environment with all facilities available should be provided to the woman. In the past, women had no need to work outside, but due to changing circumstances, industrialization and globalization as it became necessary for

them to work out side. Mostly, women in that village work on daily wages so that they will be able to meet their requirements.

Conclusion

Today, when a man has touched the surface of the moon the industrial revolution brought some massive change in man's life. Women in our society are more liberal now. Women in their work places use most advance technologies to increase the production. Certain changes have been occurring in that village. The increase in technology and availability of resources leads to women's satisfaction. "Demand and supply" rate is balanced. Each and every person in the society will be able to get the things they want.

Policies and certain strategies alone will not be able to solve the problems of women at work places. People should adopt a positive attitude towards this serious issue. By allowing women to work outside doesn't mean that women have attained equal rights like men. Women should be treated like men. They should be provided with health facilities, extra bounces, and transport facilities. Although, there are various laws which are made for the protection of women in workplaces, but due to lack of interpretation of law, these laws are not enough to provide equal rights for women at work places. All of us have to do something practical to maintain a balance between women needs and desires. Many organizations now are putting up policies to ensure that women feel motivated to work and will be able to enjoy the facilities. So that they will be able to look after their children's in a better way or will not suffer from any kind of problems like mental stress and anxiety.

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