

ANALYSIS OF GENDER ROLE INFLUENCE UPON WOMEN EMPLOYMENT IN PESHAWAR, PAKISTAN

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ABSTRACT

This research article deals with the measurement of attitude of teaching faculty in Peshawar University with reference to women employment. A sample size of 210 respondents (university male teachers with different cadres) was randomly selected through proportional allocation basis. Chi square χ^2 and Kendall's tau-b statistics were used to determine the level of association and strength and direction of relationship. Majority of the respondents i.e. 207 opined that men are at their liberty to opt for both career and family, 65.7% acceded to lesser ratio of women in employment sector than men with little room for involvement in decision making process (63.8%) along with a discriminatory attitude being faced by women (94.3%). Moreover, at bivariate level a negative ($T^b = .134$) with significant relationship ($P < 0.05$) was discovered between female were actively participating in household activities with women employment. Similarly, a negative ($T^b = -.176$) but significant association ($p < 0.05$) was

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ascertained between female participation in all spheres of life and women employment along with society favors women jobs ($p < 0.05$) with little cultural negation ($T^b = -.166$). It could be concluded from the study that society is getting liberal to women employment with little level of acceptance to participate in all spheres of life. Highlighting women achievements in different walks of life was recommended for bringing women ad par to men to contribute equally towards growth and development.

Key Words: *Women employment, gender role, cultural perspective, attitude measurement*

INTRODUCTION

Any woman who works for wages or money in or outside of homes i.e., factories, production, work, services, salaries or daily wages basis including domestic services for wages is considered as a working women. Working women as “those who are working in some institution for a salary which finds periodical payment” (Safdar, 1992). In Pakistan, women are working in various fields but their participation is very limited. Their share in the occupational group of professional and related workers was about 18 percent in 1998. Some are working in the houses as house servants while some other are in non-traditional areas like engineering, banking, computer etc (Shah, 2000). However, the major increase in employment of women is in the field of teaching and medicine. Hence in 1998, nearly one third of all the teachers and one fifth of all the doctors were women. The demand for women in these categories is itself the result of segregation in society and the subsequent need for female patients. Segregation of women in Asian society has also been reported by Geeta (1985) that due to their limited role recognition, women both in the field of engineering could not perform their role as expected from them equal to men. This is also indicated by Philips (1993) that career conceptualization is mainly sex based thus having lesser opportunities for women to adopt any particular career. Mostly a stigma is associated to women employment as it usually hurt the male ego. This could be attributed to dominance in Asian societies (Banerjee, 1995; and Vinnicombet and Colwill, 1995). Men and women are integral parts of society influencing the developmental process in all dimensions.

Besides income generation activity, which could also be dealt by women along with men, women are also involved in a number of activities so far their responsibilities are concerned. A woman usually perform seven different roles namely parental, occupational, conjugal, domestic, kin, community of an individual to determine status of women in a society. Despite of the fact that women are playing several roles, still treated with discriminatory attitude in different societies across the globe (Oppong, 1980).

Industrial revolution has signified the role of a woman both at rural and urban level of a society to work shoulder to shoulder with men to avoid the concept that men are meant for paid work in public sphere while women for unpaid jobs confined to household chores as private to replace the past cultural perspectives of different societies towards an open market economy (Hattery, 2001; and Boris and Lewis, 2006). Apart from this dynamic shift, women, as an entity with both biological and social characteristics, this role naturally assigned i.e. a mother role is also being performed by her across the globe (Jeoldgreat, 2010). This role is multifaceted and multidimensional ranging from physical caring to social and cultural nursing of a new born baby till adulthood (Wikianswer, 2011). The practice of Kibbulz, which also stressed for equality as to make women of any dependence on household head, submission to serve children, a major shift of communal education. This concept could certainly lead equality in real, which envisages equality of membership for women a society, both in her obligation and privileges (Quandagno, 1977).

Pakhtun society is considered one of the most traditional societies in the world. The Pakhtun culture stresses for male dominance in the whole affairs of life. The women participation in the education and job market is negligible. The question needs to be addressed is low participation rate in education and job opportunities by the women folk with certain sound remedies crop up in the light of the present study. This concept of Pakhtun society has been highlighted by Khan (1996) that women in Pakhtun society have lower status in regard to getting education and going out of houses for jobs especially restricted in terms of working in the fields with the males. The frequent dynamic role performance has convinced the pioneers of human rights for assigning equal status and right to women for playing a greater role in the development of a society through institutionalized paths. Keeping into considerations the above findings, the present study was designed to ascertain the perception of teaching faculty of Peshawar University

Campus with the sole objectives to highlight the major constraints in the career of working women with reference to the prevalent culture.

MATERIALS AND METHODS

Sampling Design

A sample size of 210 was needed from a population size of 406 under the criteria devised by Sekaran (2010) were randomly selected. Composition of the respondents of the categories in teaching cadre of the population along with sample size on the basis of proportional allocation is given below in the table 1, through formula

$$n_1 = \frac{n \cdot N_i}{N}$$

Where

n= total sample size

N_i= population size in each strata

And

N= population size

Table-1 Distribution of Respondents with relative Sample Size

S.No	Category	Frequency	Sample size
1	Professor	79	40
2	Associate Professor	50	27
3	Assistant Professor	124	65
4	Lecturer	153	78
Total		406	210

Data Collection

A well thought out interview schedule, encompassing almost every aspect (Gender Role) with Women Employment was devised to obtain relevant information from the respondents on the issue at hand with the aim to cover maximum ground. The questions were devised by using Likert Scale while keeping in view the method devised by (Smith, 1981; and Nachmias, 1992).

Analysis of Data

The collected data were analyzed through using proper statistical techniques i.e. univariate and bivariate level respectively. At bivariate level, Chi square χ^2 test was used to determine the relationship between dependent variable (Women Employment) and independent variable (Gender Role) by using the formula as below;

$$\chi^2 = \sum_{i=1}^r \sum_{j=1}^c \frac{(O_{ij} - e_{ij})^2}{e_{ij}} \quad \text{Chaudry and Kamal (1996)}$$

Where marginal distribution is uneven in 2×2 tables with many ties, a different measure that handles the problem of ties was used. It is Kendall's tau -b, expressed through formula below; (Nachmias and Nachmias, 1987 and 1992).

$$T^b = \frac{Ns - Nd}{\sqrt{(Ns + Nd + T_y)(Ns + Nd + T_x)}}$$

RESULTS AND DISCUSSION

A. UNIVARIATE ANALYSIS

Respondents Attitude on Gender Role Aspect and Women Employment Aspect

Gender is the outcome of cultural makeup. It is the categorization of human beings into male and female on the basis of socially produced different attributes which make both of the sexes dissimilar from one another. Gender plays a pivotal role in the social processes. Around the globe in different cultures male and female are treated differently on the basis of the ways of life which are portrayed in the very specific area. Gender role in the context of women employment is important especially in the third world countries like Pakistan where female are restricted to four walls of the house. Limited opportunities for mobility is available for female and if they are working in different sectors, then they face different problems at workplace like low wages/salaries as compare to male, sexual harassment, etc. Following lines would depict a clear picture of gender role with respect to women employment. Findings are given and discussed below.

The results of table-2 indicated that out of total 210 (100), 198(94.3) of the respondents opined that female being treated with discriminatory attitude, 12(5.7) respondents negated the

idea of female are being treated with discriminatory attitude. Similar results are also detected by Oppong (1980) that despite of the fact that women are playing several roles, still treated with discriminatory attitude in different societies across the globe. Khan (1996) that women in Pakhtun society have lower status in regard to getting education and going out of houses for jobs especially restricted in terms of working in the fields with the male. Crompton and Harris (1997) found that compared with Norway and Britain, men and women of the Czech Republic appear to be more conservative in their attitude in respect of both the effects of women's employment on children and family life as well as on gender roles in particular.

The study further showed that, 207(98.6) of the respondents had the opinion that men are much more liberal to opt for both career and a family, while 3(1.4) did not support. Similar results are also detected by Crompton and Harris (1997) that compared with Norway and Britain, men and women of the Czech Republic appear to be more conservative in their attitude in respect of both the effects of women's employment on children and family life as well as on gender roles in particular. Similarly, 1(.5) of the respondents were of the view that our society favors the female's employment, 209(99.9) respondents denied the former statement. Mostly a stigma is attached to women employment as it usually hurt the male ego. This could be attributed to dominancy in Asian societies (Banerjee, 1995; & Vinnicombet and Colwill, 1995).

Out of total 210 (100%), 138(65.7) of the respondents viewed that in our society the ratio of educated salaried women is less than educated salaried men, while 72(34.3) of the respondents had not supported it. Brunnbauer (2000) stated that the labour market was sex-segregated; most women worked in low-prestige and low-salaried jobs, such as garment factories, which were particularly affected by the transition. Martin and MacDonnell (1978) asserted the more education people get, the more likely they are to be employed and the more income they will receive. Majority of the respondents i.e. 207(98.6) decision making right leads to women economic empowerment, while 3(1.4) of the respondents opposed the former opinion that decision making right leads to women economic empowerment. Shah (1999) observed that women participation is revolving around two strong aspects of life like socio-economic status and observance of pardha. Those who have a strong socio-economic background and high sense of observance of pardha, their participation in working class are less. Similarly, 3(1.4) of the respondents had the view that female are allowed to participate in all spheres of life in our culture, 207(98.6) of the respondents

didn't not support the phenomena that female are allowed to participate in all spheres of life in our culture. In Pakistan, women are working in various fields but their participation is very limited (Shah, 2000). The segregation of women in Asian society has also been reported by Geeta (1985) that due to their limited role recognition, women both in the field of engineering could not perform their role as expected from them equal to men. This is also indicated by Philips (1993) that career conceptualization is mainly sex based thus having lesser opportunities for women to adopt any particular career.

Almost 76(36.2) of the respondents expressed their views that female are active participants in decision making in their houses, while 134(63.8) of the respondents expressed otherwise. The study further shows that 209(99.5) of the respondents expressed their views that beside economic activities, female are also involved in a number of activities, while 1(.5) of the respondent expressed otherwise. Besides income generation activity, which could also be dealt by women along with men, women are also involved in a number of activities so far their responsibilities are concerned. A woman usually perform seven different roles namely parental, occupational, conjugal, domestic, kin, community of an individual to determine status of women in a society (Oppong, 1980).

Table - 2. Frequency distribution and proportion of the respondents showing variable responses to gender role aspect and women employment aspect

Attributes	Yes	No	Total
Female are being treated with discriminatory attitude.	198(94.3)	12(5.7)	210 (100)
Men are much more liberal to opt for both career and a family.	207(98.6)	3(1.4)	210 (100)
Our society favors the female's employment.	1(.5)	209(99.9)	210 (100)
In our society the ratio of educated salaried women is less than educated salaried men.	138(65.7)	72(34.3)	210 (100)
Decision making right leads to women economic empowerment.	207(98.6)	3(1.4)	210 (100)
Female are allowed to participate in all spheres of life in our culture.	3(1.4)	207(98.6)	210 (100)
Female are active participants in decision making in their houses.	76(36.2)	134(63.8)	210 (100)
Beside economic activities, female are also involved in a number of activities	209(99.5)	1(.5)	210 (100)

*Values in the table present frequency while values in the parenthesis represent percentages proportion of the respondents

B. BI-VARIATE ANALYSIS

Relationship between dependent variable (Women Employment Aspect) and independent variable (Gender Role) was worked out through cross tabulation. Discussion on each of above variable with suitable reasons is discussed below.

Relationship between Gender Role Aspect and Women Employment

Table-3 provided the information on the relationship between gender role aspects with women employment aspect. It shows the relationship between female is being treated with discriminatory attitude and women employment aspect. Kendall's tau-b ($T^b = .129$), indicated a positive relationship however, a non significant relationship detected between female is being treated with discriminatory attitude and women employment aspect. Similar results are also detected by Oppong (1980) that despite of the fact that women are playing several roles, still treated with discriminatory attitude in different societies across the globe. Khan (1996) that women in Pakhtun society have lower status in regard to getting education and going out of houses for jobs especially restricted in terms of working in the fields with the male. Crompton and Harris (1997) found that compared with Norway and Britain, men and women of the Czech Republic appear to be more conservative in their attitude in respect of both the effects of women's employment on children and family life as well as on gender roles in particular.

The study further showed the relationship between whether men are much more liberal to opt for both career and a family and women employment aspect. Kendall's tau-b ($T^b = -.050$), discovered a negative and a non significant relationship detected between whether men are much more liberal to opt for, both career and a family and women employment aspect. Similar results are also detected by Crompton and Harris (1997) who found that compared with Norway and Britain, men and women of the Czech Republic appear to be more conservative in their attitude in respect of both the effects of women's employment on children and family life as well as on gender roles in particular.

It is also pointed out from this study while working on relationship between whether our society favors the female's employment and women employment aspect. Kendall's tau-b ($T^b = -.166$), discovered a negative but positively significant ($P < 0.05$) relationship was found between our society favors the female's employment and women employment aspect. It is evident from the

relationship that society prefers women doing the jobs, however, culturally not so much supported as indicated by the negative sign of tau-b. Mostly a stigma is associated to women employment as it usually hurts the male ego. This could be attributed to male dominance in Asian societies (Banerjee, 1995; and Vinnicombet and Colwill, 1995).

Similarly, it also highlighted the relationship between whether in our society the ratio of educated salaried women is less than educated salaried men with women employment aspect. Kendall's tau-b ($T^b = .011$), a positive and non significant relationship was found between educated salaried women is less than educated salaried men and women employment aspect. People were agreed with the low ratio of women in employment sector to men. Brunnbauer (2000) stated that the labour market was sex-segregated; most women worked in low-prestige and low-salaried jobs, such as garment factories, which were particularly affected by the transition. Martin and MacDonnell (1978) asserted the more education people get, the more likely they are to be employed and the more income they will receive.

The study further portrayed the relationship between whether decision making right leads to women economic empowerment with women employment aspect. Kendall's tau-b ($T^b = .063$), and Chi square value discovered a positive but non significant relationship between our society favors the female's employment and women employment aspect. This inference indicates towards women economic empowerment upon opting for jobs. Shah (1999) observed that women participation is revolving around two strong aspects of life like socio-economic status and observance of pardha. Those who had a strong socio-economic background and high sense of observance of pardha, their participation in working class are less.

It is relationship between whether female are allowed to participate in all spheres of life in our culture with women employment aspect. Kendall's tau-b ($T^b = -.176$), highly negative and a positively significant ($P < 0.05$) relationship between whether female are allowed to participate in all spheres of life in our culture and women employment aspect. People were in favor of allowing women to participate, however, culturally, it was strongly negated. In Pakistan, women are working in various fields but their participation is very limited (Shah, 2000). The segregation of women in Asian society has also been reported by Geeta (1985) that due to their limited role recognition, women both in the field of engineering could not perform their role as expected from

them equal to men. This is also indicated by Philips (1993) that career conceptualization is mainly sex based thus having lesser opportunities for women to adopt any particular career.

Furthermore, it also depicted the relationship between that beside economic activities; female are also involved in a number of activities with women employment aspect. Kendall's tau-b ($t^b = -.029$), with non significant relationship between beside economic activities, female are also involved in a number of activities with women employment aspect. It is either not giving women total rights to do each and every activity at par to men as indicated by Oppong (1980) besides income generation activity, which could also be dealt by women along with men, women are also involved in a number of activities so far their responsibilities are concerned.

Table-3. Showing the Relationship between Gender Role Aspect and Women Employment Aspect

Table no.3 showing the relationship between gender role aspect and women employment aspect					
STATEMENT	RESPONSE	PERCEPTION ON WOMEN EMPLOYMENT		TOTAL	STATISTICS
		Positive	Negative		
Female are being treated with discriminatory attitude.	Yes	171(81.4)	27(12.8)	198(94.3)	$\chi^2=3.489 (.062)$ $t^b = .129$
	No	8(3.8)	4(1.9)	12(5.7)	
Men are much more liberal to opt for both career and a family.	Yes	176(83.8)	31(14.8)	207(98.6)	$\chi^2=.527 (.468)$ $t^b = -.050$
	No	3(1.4)	0(0)	3(1.4)	
Our society favors the female's employment.	Yes	0(.0)	1(.51)	1(.5)	$\chi^2=5.802 (.016)$ $t^b = -.166$
	No	179(85.2)	30(14.4)	209(99.9)	
In our society the ratio of educated salaried women is less than educated salaried men.	Yes	118(56.2)	20(9.5)	138(65.7)	$\chi^2=.023 (.879)$ $t^b = .011$
	No	61(29.0)	11(5.2)	72(34.3)	
Decision making right leads to women economic empowerment.	Yes	177(84.3)	30(14.3)	207(98.6)	$\chi^2=.834 (.361)$ $t^b = .063$
	No	2(1.0)	1(.5)	3(1.4)	
Female are allowed to participate in all spheres of life in our culture.	Yes	1(.5)	2(1.0)	3(1.4)	$\chi^2=6.516 (.011)$ $t^b = -.176$
	No	178(84.8)	29(13.8)	207(98.6)	
Female are active participants in decision making in their houses.	Yes	60(28.6)	16(7.6)	76(36.2)	$\chi^2=3.746 (.053)$ $t^b = -.134$
	No	119(56.7)	15(7.1)	134(63.8)	
Beside economic activities, female are also involved in a number of activities	Yes	178(84.8)	31(14.8)	209(99.5)	$\chi^2=.174 (.677)$ $t^b = -.029$
	No	1(.5)	0(0)	1(.5)	

CONCLUSION

It is concluded on the basis of the findings of this study that female had equal access to decision making process at household level. Society was highly favoring women employment with maximum level of permission to participate in all spheres of life. However, discriminatory attitude was also noticed, though not so much strong in nature with traditional patrilineal fabrics. The study recommended highlighting the women achievements in different spheres of life for bringing them ad par to men for contributing equally towards the development and growth of society.

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