

Problems of Face by Female Employees at Workplace (A Case Study of NGO)

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ABSTRACT

Women's discrimination is a general issue in Pakistan, and especially in Pukhtoon Society. The superior position given to male and the inferior position credited to women in the society is further aggravating problems. This gap is culturally created. The purpose of the study is to find out the causes and suggest solutions for this discrimination to improve the inferior status of the neglected and discriminated female NGOs.

KEY WORDS: EMPOWERMENT, NGO, FEMALE EMPLOYEES, WORKING WOMEN, EMPLOYMENT

INTRODUCTION

Men and women are the pillar of society, without their equal participation in a spheres of life no society can progress properly as for as the capabilities of women are concerned, they are no Len their men. From the Stone Age women have been equally participating in socio economic life with men but women labor forces participation has not been give the same consideration as their male counterparts received.

Pakistan is an Islamic country in South Asia. Majority of people are Muslim. There are different cultures in the country. The people of Pakistan strongly follow culture. In Pakistan society is practiced patriarchy. Male are consider superior, society and culture gives more status and advantage to male as compared to female. Male enjoy everything and they are allowed socially and culturally, women are socially and culturally restricted. Most of the people consider that women are born only for enjoyment and for household activities. Mostly people don't give them proper dignity and status. Women are restricted and also not allowed to do something for independence.

According to UNDP report on human development 1995 total value of the unpaid work done by women annually at eleven trillion US Dollar.

All over the world the women are dependent and miserable because of the structure of society. If we see all societies and cultures, they favor male. Female are limited only to domestic activities like cooking, rearing, caring, washing, sweeping, cleaning etc.

Pakistani populations are mostly related to agricultural occupation. Mostly agriculture we are done by women but women received nothing due to patriarchal structure of the society. Women have the ability to do job outside the home but they faces so many problems in the work place and in the society, like harassment, low paid job, mobility problem, unskilled job etc. Working women not only faces difficulties in society but also face problems to their relatives.

In Pakhtoon culture the women are consider the sign of honors'. The Pakhtoon society and culture allow women only to domestic activities and don't allow them outside the home for paid job.

SIGNIFICANCE OF THE STUDY:

This study is significant from point of view of creating awareness among the masses about the rights of women and their role in the development of a nation. Moreover, the study will help in changing the attitude of masses towards women working in the NGOs.

This study can guide the policymakers in policy making and implementation for the improvement of the work and social conditions of not only the women working in the NGOs, but also of the working women in general.

OBJECTIVES OF THE STUDY

The study has the following objectives:

- To analyze the impact of society response on women working in NGOs
- To analyze the impact of male co-workers on women working in NGOs
- To analyze the social cultural constrain of women working in NGOs.

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- To analyze the view of women working in NGOs about their status in society.

LIMITATIONS

1. Given the conservative nature of the targeted area, it was difficult for the researcher to reach all the prospective respondents. It forces him to focus on four NGOs which were relatively more liberal in attitude.
2. The respondents were also worry of sharing any information that they believed could be dangerous for them if disclosed with their name.
3. Collecting data is very difficult in the Pukhtoon society because no female NGO worker is willing to give information to the researcher. One of the main hurdles in the data collection is pardah.

LITERATURE REVIEW

The roles of women in Western society have been limited due to historical traditions and beliefs that still exist today. Western society should be evolving in the area of women's rights, especially in the workplace. Past and present, women have earned less than men even when they have the same occupation, education and experiences, and the same amount of time invested in their work.

The Industrial Revolution offered the first opportunity for women to work, but included working in extremely poor conditions, and long hours in return for low pay. In general, women make less than men, even when exercising similar job responsibilities. In opposition to common belief, women do not receive less income due to pregnancy, or because they are required to spend time at home with their children. In today's society, there are many single working mothers who also have families to support. These women are in need of a drastic change. Women, whether they are single or have a spouse, deserve to receive equal wages for equal work.

Most often the western world is perceived as the center for gender equality; however the reality is far from this idea as the western working women are far greatly exposed to unequal job opportunities, unequal salaries, and frequent dangers as sexual harassments in the work field. The struggle for economic justice and social rights becomes as important as the struggle for political and legal rights. Mixed-sex institutions such as the labor movement and the civil rights movement become crucial sites for feminist reform. Feminism becomes a movement to transform jobs and the market rather than one limited to employment access.(Cobble 2005)

ROLE AND STATUS OF WORKING WOMEN IN PAKISTAN

Pakistani society is a male dominated society where women are the centre of attention and life but this society also considers women as no more than secondary citizens which is perhaps due to the traditional norms prevailing in the whole society. The role and status of Pakistani women in all walks of life has been highly undermined. However, over the years this scenario has changed and the awareness of woman's abilities, her rights and her status has reached almost all parts of Pakistan which is an underdeveloped third world country. The majority of Pakistani women belong to the rural areas who work in the fields and in the industrial centers. It is a poor and virtually illiterate majority, which leads a life of physical hardship involving long hours at tedious chores for which there is neither compensation nor recognition. Most of these women bear the double burden of housework and outside work. (Country profile Pakistan 2005)

WORKING WOMEN IN NGO'S OF KPK PAKISTAN

NGO's have provided a number of services to this poverty stricken country widely ranging from health, education, community awareness, employment opportunities, women protection, child protection, small scale agro and micro enterprise, water sanitation, rehabilitation of refugees both internally as well as externally displaced and community services. Although NGO's have contributed a lot to the betterment of the society but now-a-days they are facing a number of problems which put a severe threat to the very existence of the NGO's, which shows the failure of the government in providing security and other related issues of the NGO's. The NGO's in KPK employ a large number of female staff, which is prone the most to the rapidly deteriorating situation of law and order in the region. This factor has made it impossible for the NGO's in general and their female staff in particular to work in the tribal form of society in KPK (Alavi 1991).

DATA ANALYSIS

Table# 1: Age and marital status of the respondents

Age group	F	%age	Marital status	
			Married	Unmarried
20-30	20	66.6	8	12
31-40	5	16.6	8	0
41-50	5	16.6	5	0
Above 50	0	0	0	0
Total	30	100	18(60%)	12(40%)

Explanation:

The above table shows the age and marital state of the sampled respondents. According to the data most of the respondents i.e. 66.6% were between the age group 20-30 years, 16.6% were belonged to the age group 31-40 and between 41-50 years. The above also shows that away the total respondents 18 (60%) were married and 12 (40%) were Unmarried.

Table # 2: Education level of the respondents

Education level of the respondents	F	%age
Matric	0	0
Intermediate	6	20
Bachelor	20	66.6
Master	4	13.3
Total	30	100

Explanation:

The above table shows the education level of the respondents. The data shows that 20% respondent have intermediate education most of the respondent 66.6% had the education level of Bachelor degree and only 13.3% had done Masters.

Table#3: Attitude of male have toward women working in society of the respondent

Attitude of male in society	F	%age	If positive			If negative		
			A	B	C	A	B	C
Positive	7	23.3	4	3	0	-	-	-
Negative	23	76.6	-	-	-	13	10	0
Total	30	100	4(13.3%)	3(10%)	0	13(43.3%)	10(33.3%)	0

Notification:

If positive

A = Much care of you

B= Cooperative with you

C = Don't harm

If negative

A= Try to exploit

B = Discourage female into jobs

C = Any other

Explanation

The above table shows that the behavior of male towards women working in NGO'S. The data shows that 23.3% respondents gave positive answer by giving positive arguments while the remaining 76.6% gave negative remarks. Among 23.3% positive, 13.3% stated that their male colleagues take much care of them. The remaining 10% argued that they get cooperative response from their male colleagues. Among 76.6% negative, 43% stated that they were tried to be exploited and the remaining 33.3% said that female are discouraged into jobs.

Table# 4: Working women in NGO are facing problem of the respondent in society

Working women in NGO Problem facing in society	F	%age	If yes			
			Don't get their due despond in society	Unable to mange home and job	Negative remarks on them	Any other
Yes	30	100	0	11	19	0
No	0	0	-	-	-	-
Total	30	100	0	11(37.6%)	19(62.3%)	0

Explanation:

The above table is about the problems faced by the women working in NGO in society. The table shows that all the respondents i.e. 100% stated that they faced problems in society. Among them 37.6% women said that they are unable to manage their home and jobs, and 62.3% said that the society passes negative remarks on them.

Table # 5: Attitude of male collogues toward NGO female worker of the respondent

Attitude of male collogues toward NGO female worker	F	%age
Cooperative	16	53.3
Non Cooperative	7	23.3
Ignoring	7	23.3
Indifferent	0	0
Total	30	100

Explanation:

The above table shows the attitude of male colleagues toward women worker. According to data 53.3% says that their male colleagues are cooperative with them, 23.3% says that their male colleagues are non cooperative with them and 23.3% says that they are ignored by their male colleagues in job.

Table# 6: Attitude of male boss toward NGO female worker of the respondent

Attitude of Boss toward NGO female worker	F	%age
Harsh	0	0
Polite	20	66.6
Normal	10	33.3
Any other	0	0
Total	30	100

Explanation:

The above table shows the attitude of male boss towards women workers in NGO. According to the above date most of the respondents i.e. 66.6% are of the opinion of that their male boss is polite with them, 33.3% says that their male boss has normal attitude towards them.

Table# 7: Parent oppose their daughter from NGO job of the respondents

Parent oppose their daughter from NGO job	F	%age	If yes why opposed				If no why favor			
			A	B	C	D	A	B	C	D
Yes	20	60	6	4	10	0	-	-	-	-
No	10	40	-	-	-	0	0	4	0	6
Total	30	100	6(20%)	4(13.3%)	10(33.3%)	0	0	4(13.3%)	0	6(20%)

Notification:

If yes why opposed

- A= Insecure environment outside of home
- B= They don't want to take money from their daughter
- C= Due to tradition and culture
- D= Any other
- If no why favor
- A= they like their daughter job
- B= they want that their daughter should stand on their own
- C= they want to expose them
- D= they want to make the future of their daughter

Explanation:

The above table shows the data concerning the opinion of parents oppose or favor their daughter into NGOs job. Among them 40% of the parents are in the favor of their daughters working in NGOs, and 60% were against their daughter working in NGOs, among the 60% opposing parents, 20% says that the environment outside their home is insecure. 13.3% says that they do not need their daughter's money and 33.3% were opposing due to culture and tradition. Among 40% favor of parents, 13.3% says that they want their daughter should stand on their own, 20% says that they want to make the future of their daughter.

Table# 8: Patriarchal family system opposed to women working in NGO jobs

Patriarchal family system opposed the women working in NGO	F	%age	If yes why opposed			
			Male impose their dominance	Do not get information about their life	Feel sham	Do not live on female financial support
Yes	22	73.3	12	0	10	0
No	8	26.6	-	-	-	-
Total	30	100	12(40%)	0	10(33.3%)	0

Explanation:

The above table shows the patriarchal family systems oppose or favor to working women in NGOs job. According to above data, 73.3% are opposed to working women in NGOs job and 26.6% are favor to working women in NGOs job. Among 73.3% opposed, 40% says that male impose their dominance and 33.3% are feel shame on their women working NGOs job.

FINDINGS AND RECOMMENDATIONS

A. MAJOR FINDING OF THE STUDY

Finding Table# 1

- 1) Most of the respondents were relatively younger belong in age group 20-30 years.
- 2) Most of the respondent's i.e. 60% were married.

Finding Table # 2

From the table we came know that there is greater number of the bachelor degree.

Finding Table# 3

From the above table it is clearly known that most of the respondents i.e. 76.6% were on the negative side. They were not satisfied from the attitude of their male colleagues.

Finding Table # 4

Most of the respondents i.e. 53.3% were satisfied with the attitude of their male colleagues.

Finding Table# 5

Almost all the respondents are satisfied with the attitude of their male boss.

Finding Table# 6

Most of the respondents i.e. 60% are against the working of their daughters to work in NGOS.

Finding Table# 7

From the table we come to know 73.3 patriarchal family systems opposed to women working in NGOs job.

RECOMMENDATIONS:

Pakistani society is a predominantly Muslim society, therefore, noble intention and policy statements in the light of Islamic principles is needed from the government for women's uplift in the spheres of socio-economic development. The function of the national commission on the status of women should be improved with more power and authority. Since women are half of the population of Pakistan, neglect in this field is deterrent to the society and especially to the females and the social development is thus held up and so is the overall progress of the society.

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