

Critical Analysis of the Impact of Job on the Social Status of Women in Pakistan

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Abstract

Although the larger portion of the world population is women but hardly 25% women are employed. Furthermore, they have been given second class status. Considering the need and importance of job for women, a survey regarding the impact of job on the social status of women has been conducted. A sample of 100 employed and 100 unemployed women was randomly selected from access population for the study. The findings of the study showed that there was significant effect of the job on the social status and empowerment of women. The employed women of the urban area had got more opportunities than the employed women of rural area. The marriages of women were also closely associated with their jobs. However, to unemployed women, the social status of men and women was equal but employed women, rejecting the statement, believed that social status of men was higher than women at their work place. Nevertheless, the social status of employed women was higher than unemployed men.

Keywords: Social status, job, marriage, empowerment & workplace.

1. Introduction

The foundation pillars of every society are men and women. The rapid growth and development of all the societies depend upon the equal contribution of men and women (Qureshi, 2001, p. 93). Adding to this Malik (2000) describes that without proper contribution of men and women, the growth and development targets can never be achieved (p. 10). He further believes that talent / potential of women is not less than men in every nook and corner of the world. Whatever men can do, women are also capable to do that in a better way.

The history reveals that women, right from the Stone Age to modern age of enlightenment, are working with men side by side. Their contribution in socio-economic life is not less than men in any case. Despite of their matchless contribution, the women have never been given labour force participation and social status equal to men.

The social status of women is not same all over the world. It varies from country to country, state to state, society to society and culture to culture. In some areas of the world the women's social status is praiseworthy while in other areas it is very miserable. Similarly, in some areas the social status is improving while in other areas it is declining.

The absolute measurement of social status of women is not possible. However, the social status of women can be evaluated from attitude of parents, family members and other society members. When women are fairly treated and respected by parents, family members and other society members equal to men, then social status of women is termed as praiseworthy. But on the contrary when women are treated like animals, slaves and minorities, then social status of women is termed as miserable.

In Pakistan, the women constitute more than 50% of the population. However, the social status of women is not praiseworthy in most parts of the country especially in rural areas the social status of women is very miserable. They are treated not more than animals and slaves. Raza and Murad (2010) describe that the women in Pakistan are kept socially and economically backward by extremist and prejudiced actors found in every nook and corner of the country. They have imposed certain restrictions on the social and economical mobility of women in the name of man-made culture, norms and values. As a result, the labour force participation ratio of women has never come closer to men. The job opportunities figures for women are very disappointing. Azid, Khan and Alamasi (2010) comparing the labour force participation figures of women with men, point out that women's contribution in labour force market is only 14% compared to 70% of men. However, the trend has dramatically changed since the last few decades. Now-a-days, the parents and family members have realized that they cannot progress without the contribution of women in the socio-economic areas. Cheema and Yasmeen (2003) believe that labour force participation ratio of women has increased rapidly due to higher inflation and globalization pressure (p. 279). In the remote past the participation of women was limited to teaching and medical fields but currently, one can find women in all walks of life working with men. Now the question raises whether the changing environment regarding the participation of women in the labour market has improved their social status are not. Considering the increasing ratio of women in the labour force, a research

regarding the impact of job on the social status of women has been conducted with objectives mentioned below.

1.1 Objectives of study

1. To evaluate the impact of job on the social status women.
2. To assess the impact of job on the empowerment of women.
3. To highlight the impact of job on the marriage of women.
4. To identify the satisfaction of women with their work environment and work place.
5. To compare the social status of employed women with unemployed women.
6. To compare the social status of employed women with unemployed men.
7. To compare the social status of rural area employed women with urban area employed women.
8. To identify the mean difference in the perceptions between employed women and unemployed women regarding the impact of job on the social status of women.

1.2 Research questions

1. What is the impact of job on the social status of women?
2. What is the impact of job on the empowerment of women?
3. What is the impact of job on the marriage of women?
4. To what extent are the women satisfied with their work environment and work place?
5. What is difference in the social status between employed and unemployed women?
6. What is the difference in the social status between employed women and unemployed men?
7. What is the difference in the social status between rural areas employed women and urban areas employed women?
8. What is the difference in the perceptions between employed women and unemployed women regarding the impact of job on the social status of women?

1.3 Hypothesis

1. There is no significant effect of job on the social status of women.
2. There is no significant effect of job on the empowerment of women.
3. There is no significant difference in the social status between men and women at their work place.
4. There is no significant effect of job on the marriage of women.
5. There is no significant difference in the social status between employed women and unemployed women.
6. There is no significant difference between rural areas employed women and urban areas employed women.
7. There is no significant difference in the social status between employed women and unemployed men.
8. There is no significant difference in the perceptions between employed women and unemployed women regarding the impact of job on the social status of women.

2. Literature review

Women constitute the major portion of world population. They give rise to both male and female genders. A male child getting birth from female soon after becoming young starts showing his superiority to female gender. The history of human evolution, growth and development reveals that the social status of women has never got the position equal to men. Men have ever showed their dominancy over women in every walk of life. However, this dominancy varies from nation to nation, religion to religion and region to region. Jalal-ud-din and Khan (2008) conducted a research in this regard and found that women's social status has never come closer to men. Men used to keep women socially, educationally, economically, ideologically and ethically backward. They never allowed women to privilege the social rights equal to men (p. 485). Adding to this Shah (2010) argues that currently women are taking active part in demanding and observing their due rights. As a result of women movements regarding their autonomy, liberty, identification and equal social rights, many changes have occurred all over the world. No doubt the social status of women has improved to some extent. The women have been given more rights and empowerment but when compared to men, women are still at bottom. They are still facing fundamental problems in the name of family honour, religious restrictions, cultural values and norms in different part of the world.

While considering the women employment and jobs, the ratio of women is not only lower in the labour force and labour market but their incentives and payment are also lower than men. In this regard the factsheet: Global (2011) points out that although one hundred and seventeen countries all over the world have ensured in the legal system that pay of men and women will be equal but despite of these equal pay laws women are still being paid ten to thirteen percentage comparatively lower than men. Besides, women are often harassed at their work place due to male dominancy. Realizing the male dominancy and harassment on the part of men, majority

of families all over the world do not allow their women to work with male counter parts (p. 1).

Nevertheless, the social status of women is directly connected with employment and job. It is better in developed countries than developing countries because women employment ratio in developed countries is higher than developing countries. The researches, conducted on social status of women demonstrate that social status of women in UK, USA, China, French, Russia, Germany and Japan is better than India, Sri-Lanka, Turkey, Malaysia, Indonesia and Pakistan etc.

Pakistan, being a developing country is striving hard to bring the social status of women equal to men. Despite of all efforts regarding the women's empowerment, security and liberty, the women in Pakistan are still suffering badly. No doubt improvement in the social status and employment of women has occurred during the last few decades but are still far behind getting social status equal to men. In Pakistani families, parents never believe in equality between sons and daughters. Similarly after marriage the status of women in the in-laws further goes on decreasing. Pakistan Report (2010) pointing out the social status difference between men and women describes that the social status of men is higher than women in Pakistan due to improper planning, religious obstacles, cultural barriers, old and out dated customs, undue influence of feudal lords, political instability and unequal community distribution (p. 4). Arshad (2008) adds that men are considered as the heads of Pakistani families. Being heads of family, they have got more sovereignty and higher social status. They take all the decisions regarding home and family matters. Women and children mostly depend upon the male members of the family. They are not free to take decisions and lead their life according to their choice. Before marriage parents decide about the life of women and after marriage the life of women remains at the mercy of husband and male members of in-laws (p. 4). Report of the commission of inquiry for women, Pakistan (1997) affirms that male and female inequality exists in all the parts of Pakistan. The Human rights commission of Pakistan (2009) describes that women having cooked meal, are not allowed to eat before the male members of the family. Even women care and feed sons more than their daughters. The Pakistan national report (1995) states that male dominant social structure; rigid norm and values, prevailing in Pakistan have decreased the social status of women. Nevertheless, UNESCO (2000) report emphasizes that men-women equality is essential for the growth and development of the state. State should ensure the men-women equity and eliminate prejudiced attitude towards women.

Realizing, the need and importance of women in the economic growth and development of the country, Pakistan has taken certain measures and initiatives to empower the women and uplift their social status. The employment ratio of the last few decades reveals that women are being frequently allowed to do jobs. They are now doing jobs in every field. They are working with male counter parts side by side. The problems and issues regarding the education, health and employment of women etc are being addressed seriously in Pakistan. Consequently, increasing employment, liberty and empowerment of women have ensured rise in the social status of women in Pakistan.

3. Methodology

A survey regarding "the impact of job on the social status of women in Pakistan" was conducted on a sample of 100 employed and 100 unemployed women selected randomly from the access population. The total population of the study was all the employed and unemployed women of Pakistan while access population was delimited to Hyderabad region. A questionnaire comprising forty two closed ended items was prepared for both employed and unemployed women. The reliability of the questionnaire was found 0.989 using SPSS-22.

Table1: Reliability of the instrument

Reliability Statistics			Cronbach's Alpha
Cronbach's Alpha	Part 1	Value	.976
		N of Items	21 ^a
	Part 2	Value	.982
		N of Items	21 ^b
Total N of Items		42	0.989
Correlation Between Forms		.966	
Spearman-Brown Coefficient	Equal Length	.983	
	Unequal Length	.983	
Guttman Split-Half Coefficient		.982	

Similarly getting the help of five experts, its validity was also checked. Furthermore, pilot test was also conducted on a sample of twenty respondents who were excluded from the final study. The statistical techniques, including percentages, chi-square and t-test, were used for item analysis and testing of major hypotheses.

Findings

Table2: Item Analysis

SN	Items	Perceptions	Yes (%)	No (%)	UD (%)	Chi (x ²)	Sig
1.	Do you think that job has impact on the social status of women?	Employed women	77	21	2	91.220	.000
		Unemployed women	86	13	1	126.980	.000
2.	Do you think that job raises the social status of women?	Employed women	86	10	4	125.360	.000
		Unemployed women	92	6	2	155.120	.000
3.	Do you think that the parents encourage their daughter in seeking jobs?	Employed women	68	26	6	60.080	.000
		Unemployed women	30	76	3	61.940	.000
4.	Do you think that the society members encourage the women in seeking jobs?	Employed women	29	64	7	49.580	.000
		Unemployed women	24	75	1	86.060	.000
5.	Do you think that cultural values encourage the women in seeking jobs?	Employed women	15	77	8	86.540	.000
		Unemployed women	13	81	6	102.980	.000
6.	Do you think that religious practices encourage the women in seeking jobs?	Employed women	13	84	3	117.020	.000
		Unemployed women	15	78	7	90.740	.000
7.	Do you think that influence of caste system encourages the women in seeking jobs?	Employed women	27	67	6	57.620	.000
		Unemployed women	20	78	2	94.640	.000
8.	Do you think that job has impact on the empowerment of women?	Employed women	82	17	1	110.420	.000
		Unemployed women	75	19	6	80.660	.000
9.	Do you think that job enhances the empowerment of women?	Employed women	79	18	3	97.220	.000
		Unemployed women	73	26	1	80.180	.000
10.	Do you think that the job provides financial independence to women?	Employed women	85	9	6	120.260	.000
		Unemployed women	77	22	1	92.420	.000
11.	Do you think that the job enables the women to play leading role in the family?	Employed women	79	16	5	95.660	.000
		Unemployed women	81	18	1	106.580	.000
12.	Do you think that the job enables the women to play leading role in the society?	Employed women	70	29	1	72.260	.000
		Unemployed women	64	33	3	55.820	.000
13.	Do you think that the job develops confidence in the daily life of women?	Employed women	64	32	4	54.080	.000
		Unemployed women	60	38	2	51.440	.000
14.	Do you think that the job enables women to make their personal life decisions freely?	Employed women	61	29	10	39.860	.000
		Unemployed women	35	60	5	45.500	.000
15.	Do you think that the social status of men and women is equal at their work place?	Employed women	21	76	3	86.780	.000
		Unemployed women	64	32	4	54.080	.000
16.	Do you think that the women are satisfied with their work place?	Employed women	35	63	2	55.940	.000
		Unemployed women	40	56	4	42.560	.000
17.	Do you think that the women are satisfied with their work environment?	Employed women	17	80	3	100.940	.000
		Unemployed women	36	62	2	54.320	.000
18.	Do you think that the male bosses treat male and female workers equally at work place?	Employed women	35	60	5	45.500	.000
		Unemployed women	69	28	3	66.620	.000
19.	Do you think that the female bosses treat male and female workers equally at work place?	Employed women	73	21	6	74.180	.000
		Unemployed women	75	22	3	83.540	.000
20.	Do you think that the women suffer badly due to security issues, while working with men?	Employed women	84	13	3	117.020	.000
		Unemployed women	40	58	2	49.040	.000
21.	Do you think that the women prefer to work under female bosses?	Employed women	80	16	4	100.160	.000
		Unemployed women	61	37	2	52.820	.000
22.	Do you think that the men prefer to work under female bosses?	Employed women	34	65	1	61.460	.000
		Unemployed women	73	23	4	76.220	.000
23.	Do you think that job has impact on the marriage of women?	Employed women	63	35	2	55.940	.000
		Unemployed women	59	37	4	45.980	.000
24.	Do you think that job enables women to make decisions about their marriage independently?	Employed women	60	30	10	38.000	.000
		Unemployed women	36	58	6	40.880	.000
25.	Do you think that the job supports the girls in finding their ideal partner for the marriage?	Employed women	61	37	2	52.820	.000
		Unemployed women	44	52	4	39.680	.000
26.	Do you think that young men prefer to marry a women having job?	Employed women	40	58	2	49.040	.000
		Unemployed women	66	30	4	58.160	.000
27.	Do you think that parents prefer to get their sons married with women having a job?	Employed women	76	20	4	85.760	.000
		Unemployed women	80	18	2	101.840	.000
28.	Do you think that job creates obstacle in the way of marriage of women?	Employed women	29	66	5	56.660	.000
		Unemployed women	41	56	3	44.780	.000
29.	Do you think that job causes the delay in the marriage of women?	Employed women	59	38	3	48.020	.000
		Unemployed women	38	60	2	51.440	.000
30.	Do you think that the social status of women having job is higher than social status of women having no job?	Employed women	80	18	2	101.840	.000
		Unemployed women	86	10	4	125.360	.000
31.	Do you think that the women having job is empowered more than women having no job?	Employed women	75	22	3	83.540	.000
		Unemployed women	82	16	2	109.520	.000
32.	Do you think that the women having a job enjoy basic rights more than women having no job?	Employed women	84	13	3	117.020	.000
		Unemployed women	81	18	1	106.580	.000
33.	Do you think that parents give respect to employed women more than unemployed women?	Employed women	75	24	1	86.060	.000
		Unemployed women	83	13	4	112.22	.000
34.	Do you think that family members give respect to employed women more than unemployed women?	Employed women	73	26	1	80.180	.000
		Unemployed women	84	13	3	117.020	.000
35.	Do you think that relatives give respect to employed women more than unemployed women?	Employed women	57	39	4	43.580	.000
		Unemployed women	70	28	2	70.640	.000
36.	Do you think that friends / colleagues give respect to employed women more than unemployed women?	Employed women	85	13	2	121.940	.000
		Unemployed women	81	18	1	106.580	.000
37.	Do you think that social status of urban working women is higher than rural women?	Employed women	59	40	1	52.460	.000
		Unemployed women	65	31	4	56.060	.000
38.	Do you think that urban working women enjoy more rights than rural women?	Employed women	75	22	3	83.540	.000
		Unemployed women	66	33	1	63.380	.000
39.	Do you think that urban working women enjoy more freedom than rural women?	Employed women	64	30	6	50.960	.000
		Unemployed women	71	25	4	70.460	.000
40.	Do you think that social status of women having a job is higher men having no job?	Employed women	73	25	2	78.740	.000
		Unemployed women	69	30	1	69.860	.000
41.	Do you think that women doing a job often speak and seek rights equal to men?	Employed women	71	24	5	69.260	.000
		Unemployed women	77	21	2	91.220	.000
42.	Do you think that job opportunities for women are equal to men?	Employed women	25	69	6	62.660	.000
		Unemployed women	12	87	1	131.420	.000

Analysis

Majority of both employed and unemployed women believed that:

1. The job has impact on the social status of women.
2. The job raises the social status of women.
3. The employed women believed that parents encourage their daughter in seeking jobs while unemployed women, having opponent point of view, believed that parents do not encourage their daughter in seeking jobs.
4. The society members do not encourage the women in seeking jobs.
5. The cultural values do not encourage the women in seeking jobs.
6. The religious practices do not encourage the women in seeking jobs.
7. The influence of caste system does not encourage the women in seeking jobs.
8. The job has impact on the empowerment of women.
9. The job enhances the empowerment of women.
10. The job provides financial independence to women.
11. The job enables the women to play leading role in the family.
12. The job enables the women to play leading role in the society.
13. The job develops confidence in the daily life of women.
14. The employed women believed that the job enables women to make their personal life decisions freely, while unemployed women did not agree with them in this regard.
15. The employed women believed that the social status of men and women is not equal at their work place; where as the unemployed women's opinion is that the social status of men and women is equal at work place.
16. The women are not satisfied with their work place.
17. The women are not satisfied with their work environment.
18. The employed women believed that the male bosses do not treat male and female workers equally at work place, while unemployed women had contradictory point of view.
19. The female bosses treat male and female workers equally at work place.
20. The employed women believed that the women suffer badly due to security issues, while working with men. However, to unemployed women, there was no such issue.
21. The women prefer to work under female bosses.
22. The employed women believed that the men do not prefer to work under female bosses, while unemployed women denied the statement.
23. The job has impact on the marriage of women.
24. The employed women believed that the job enables women to make decisions about their marriage independently, while unemployed women believed that job has no effect on decisions about the marriage. The marriage decisions are mostly taken by parents.
25. The employed women believed that the job supports the girls in finding their ideal partner for the marriage, while unemployed women did not agree.
26. The employed women believed that the young men do not prefer to marry a women having job while unemployed women confirmed that young men prefer to marry a women having job.
27. The parents prefer to get their sons married with women having a job.
28. The job does not create obstacle in the way of marriage of women.
29. The employed women believed that the job causes the delay in the marriage of women, while unemployed women denied the statement.
30. The social status of women having job is higher than social status of women having no job.
31. The women having job is empowered more than women having no job.
32. The women having a job enjoy basic rights more than women having no job.
33. The parents give respect to employed women more than unemployed women.
34. The family members give respect to employed women more than unemployed women.
35. The relatives give respect to employed women more than unemployed women.
36. The friends / colleagues give respect to employed women more than unemployed women.
37. The social status of urban working women is higher than rural women.
38. The urban working women enjoy more rights than rural women.
39. The urban working women enjoy more freedom than rural women.
40. The social status of women having a job is higher men having no job.
41. The women doing a job often speak and seek rights equal to men.
42. The job opportunities for women are not equal to men.

Hypotheses testing

Table3: Testing of major hypothesis 1-7

Null Hypotheses 1-7		Observed n		Expected n		Residual		Chi-Square		Sig	
		EW	UEW	EW	UEW	EW	UEW	EW	UEW	EW	UEW
1. There is no significant effect of job on the social status of women.	Yes	77	86	33.3	33.3	43.7	52.7	91.22	126.98	.00	.00
	No	21	13	33.3	33.3	-12.3	-20.3				
	UD	2	1	33.3	33.3	-31.3	-32.3				
2. There is no significant effect of job on the empowerment of women.	Yes	82	75	33.3	33.3	48.7	41.7	110.4	80.66	.00	.00
	No	17	19	33.3	33.3	-16.3	-14.3				
	UD	1	6	33.3	33.3	-32.3	-27.3				
3. There is no significant difference in the social status between men and women at their work place?	Yes	21	64	33.3	33.3	-12.3	30.7	86.78	54.080	.00	.00
	No	76	32	33.3	33.3	42.7	-1.3				
	UD	3	4	33.3	33.3	-30.3	-29.3				
4. There is no significant effect of the job on the marriage of women.	Yes	63	59	33.3	33.3	29.7	25.7	55.94	45.98	.00	.00
	No	35	37	33.3	33.3	1.7	3.7				
	UD	2	4	33.3	33.3	-31.3	-29.3				
5. There is no significant difference in the social status between employed women and unemployed women.	Yes	80	86	33.3	33.3	46.7	52.7	101.8	125.36	.00	.00
	No	18	10	33.3	33.3	-15.3	-23.3				
	UD	2	4	33.3	33.3	-31.3	-29.3				
6. There is no significant difference between rural areas employed women and urban areas employed women.	Yes	59	65	33.3	33.3	25.7	31.7	52.46	56.06	.00	.00
	No	40	31	33.3	33.3	6.7	-2.3				
	UD	1	4	33.3	33.3	-32.3	-29.3				
7. There is no significant difference in the social status between employed women and unemployed men.	Yes	73	69	33.3	33.3	39.7	35.7	78.74	69.86	.00	.00
	No	25	30	33.3	33.3	-8.3	-3.3				
	UD	2	1	33.3	33.3	-31.3	-32.3				

EW= Employed women UEW= Unemployed women UD= Undecided

Analysis

The table 3 reveals that the result of all the null hypotheses is significant. Hence all the null hypotheses are rejected while alternative hypotheses are accepted. It is concluded that there is a significant effect of job on the social status of women (EW: $X^2 = 91.22$, $p = .000 \leq 0.05$ & UEW: $X^2 = 126.98$, $p = .000 \leq 0.05$). The job raises the social status of women. The items from 1 to 7 support the first hypothesis.

There is a significant effect of job on the empowerment of women (EW: $X^2 = 110.4$, $p = .000 \leq 0.05$ & UEW: $X^2 = 80.66$, $p = .000 \leq 0.05$). The job gives more empowerment to women. The items from 8 to 14 support the second hypothesis.

The employed and unemployed women have contradictory views on 3rd hypothesis. The employed women believe that there is a significant difference in the social status between employed women and unemployed women (EW: $X^2 = 86.78$, $p = .000 \leq 0.05$). Whereas unemployed believe that there is no significant difference in the social status between employed women and unemployed women (UEW: $X^2 = 54.080$, $p = .000 \leq 0.05$). The items from 15 to 22 support the third hypothesis.

There is a significant effect of job on the marriage of women (EW: $X^2 = 55.94$, $p = .000 \leq 0.05$ & UEW: $X^2 = 45.98$, $p = .000 \leq 0.05$). The delay is often observed in the marriage of employed women however employed women are preferred to unemployed women in this regard. The items from 23 to 29 support the fourth hypothesis.

There is a significant difference in the social status between employed women and unemployed women (EW: $X^2 = 101.8$, $p = .000 \leq 0.05$ & UEW: $X^2 = 125.36$, $p = .000 \leq 0.05$). The social status of employed women is higher than unemployed women. The items from 30 to 36 support the fifth hypothesis.

There is a significant difference between rural areas employed women and urban areas employed women (EW: $X^2 = 52.46$, $p = .000 \leq 0.05$ & UEW: $X^2 = 56.06$, $p = .000 \leq 0.05$). The social status of urban areas employed women is higher than rural areas employed women. The items from 37 to 39 support the sixth hypothesis.

There is no significant difference in the social status between employed women and unemployed men (EW: $X^2 = 78.74$, $p = .000 \leq 0.05$ & UEW: $X^2 = 69.86$, $p = .000 \leq 0.05$). The social status of employed women is higher than unemployed men. The items from 40 to 42 support the seventh hypothesis.

Testing of major hypothesis 8

There is no significant difference in the perception between employed women and unemployed women regarding the impact of job on the social status of women.

Table4: Testing hypothesis 8

The social status of women	Respondents	N	Mean	Std. Deviation	Std. Error Mean	t	Sig
	Employed women	100	1.5200	.44336	.04434	.629	.530
	Unemployed women	100	1.4850	.33676	.03368		

Analysis

The table 4 shows that the value of t-test is not significant. Hence null hypothesis is accepted. It is concluded that there is no significant difference in the perceptions between employed and unemployed women ($p = .530 \geq 0.05$, $t = .629$) regarding the impact of job on the social status of women.

Discussion

The questionnaire comprised forty two items. Both employed and unemployed women had similar responses on thirty two items, while on ten items they had contradictory point of view. Moreover on twenty four items they showed their satisfaction, while on eight items they showed their dissatisfaction.

The findings of the study revealed that the social status of women having job is higher than social status of men and women having no job. They often speak and seek rights equal to men. The employed women are empowered more than unemployed men and women. They enjoy comparatively more rights. The parents, family members, relatives and friends / colleagues give respect to employed women more than unemployed men and women. Nevertheless, the social status of urban working women is higher than rural women. The urban working women enjoy more rights and more freedom than rural women.

The job has brought and enhanced the women's empowerment to a great extent. The employment has equipped women with financial independence, enabled them to play leading role in the family and society and provided confidence to women to lead their daily life successfully. Furthermore the job enabled the women to make their personal life decisions freely.

Nevertheless, securing job was not possible for women without the support and encouragement of parents. Mostly those women were employed whose parents used to support and encourage them. At the same time, those women getting no encouragement and support from their parents were unemployed.

Furthermore, the society members, cultural values, religious practices and caste system of Pakistan mostly discouraged the employment of women. It was surprising that although society members discouraged the women's employment but at the same time they gave more respect to employed women than unemployed men and women.

In addition, the working women were not satisfied with their work place and environment. To them, there were many security issues while working with men or under male bosses. Male bosses and colleagues treated women as inferior and tried to harass them from time to time. To such harassment issues, majority of the parents and family members used to oppose the women. However, women felt more secure while working under female bosses. At the same time male subordinates were not comfortable while working under female bosses.

Both employed and unemployed women mutually agreed that marriage of women is directly associated with their jobs but at the same time they have some contradictory views on some items. Employed women believed that the job supports the girls in finding their ideal partner for the marriage and enables them to make decisions about their marriage independently. In some cases the marriage of employed women is delayed. No doubt, the delay in the marriage is due to job but there are several other factors also that the delay the marriage of women. Additionally, the parents of young men prefer to get their sons married with women having a job but young men do not prefer to marry employed women. Disagreeing with employed women, unemployed women believed that all the decisions regarding marriage are carried out by parents. Women are not independent to choose a life partner. The young men prefer to marry those women whom they like regardless of employed or unemployed.

Conclusion

The social status of women is directly connected with women's employment. The employment raises the social status of women and empowers them more than unemployed men and women in the home as well as in the society. The parents, family members, relatives, friends and fellow citizens often prefer employed women to unemployed men and women in every walk of life.

Suggestions

1. The job empowers and raises the social status of women. However, job opportunities for women are not equal to men. Government should provide job opportunities to women equal or even more than men.
2. The majority of parents does not encourage and support their daughters in seeking jobs. Government should motivate the parents in this regard.
3. The society members, cultural values, caste system and religious practices do not encourage the women in

- seeking jobs. Government should address and handle these sensitive issues for the empowerment of women.
- The women were not satisfied with their work place and environment. Working women often face many security issues in the shape of harassment at their work place. Working under male bosses is not easy for women. The male bosses do not treat male and female workers equally at work place. Government should address all the security issues of women working under male bosses or with male colleagues.

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