

Career Aspirations and Domestic Realities: Understanding the Professional Landscape for Married Women in Abbottabad

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Abstract

This research explores the evolving dimensions of women's work, particularly within the context of Pakistani society. This study focuses on the experiences of working married women in Abbottabad, examining how they navigate the intersection of professional duties and domestic expectations. As a result, working women have more responsibilities, which may have a detrimental effect on both their physical and mental health. This study is carried out in Abbottabad City and used mixed methods approach consisting of questionnaires and interviews to collect data from 80 respondents. Majority of working married women doing job by her own choice in their field of interest and rest of them need base employees. Harassment is major issue for working married women of Abbottabad especially in case of public transport. On the other hand, the purpose of this study is to evaluate the opportunities and difficulties that they face. Does it lead to conflict or do women gain social power as a result? This research uses both quantitative and qualitative approaches to investigate the topic and find an answer to it. While the conflict is real, This dual role often brings stress, but it also opens the door for women to challenge old limits and build new identities.

Keywords: Work life conflict, Gender Roles, Domestic Responsibilities, Working Women, Cultural Expectations, Women Empowerment

Introduction

In traditional societies, the primary job of women is considered to be housework, such as raising children, caring for the family, and performing home tasks. However, with the passage of time, the term "working woman" has come to refer to women who perform outdoor work in various professions, such as teaching and nursing. The employment status of women differs from industrialized to developing nations. In the majority of Western nations, women's job is considered paid labor, whereas in Eastern societies, men are viewed as the family breadwinner. In undeveloped nations, it is still considered that women's primary interest is caring for their families and housework. Women comprise 49.6 percent of the world's population, and sustainable development cannot be realized without their active participation in the employment sector. Not only does women's participation in the workforce contribute to economic progress, but it is also essential for attaining development goals (Dugarova, 2018). In recent decades, women have significantly increased their participation in the job economy. From 1962 to 2000, women's participation in the work force increased from 37% to 61%, with an estimated direct contribution of \$2 trillion US dollars. Improving women's educational status and career prospects can increase their contribution to the world's gross domestic product by 3.6% or \$4.4 trillion by 2030. (Dugarova, 2018). Since the 1990s, the female labor force in the United States has expanded dramatically. From the 1980s to 2007 there was a 16 percent

increase in female full-time employment. Developed nations support women working outside the home in a variety of occupations (Appelbaum, 2013).

In the majority of developing nations, women are prohibited from pursuing occupations involving dirty public business. In nations with a low per capita income, women participate in agriculture as unpaid family laborers and earn nothing for their intensive labor. The global job market has expanded as a result of technological and IT advancements, but it has become more capital-intensive and offers women more employment opportunities (Orpina, 2017). There has been a substantial growth in the number of women in the work market, but this has had severe negative effects on the personal life of female employees. Whether in industrialized or developing countries, rural or urban settings, women are primarily responsible for caring for the family, which includes housework, husband care, and child rearing (Austan, 2000). In poorer nations and traditional communities, predetermined gender roles are more rigidly defined (Alisina, 2013). With increased educational achievements and demand draw from expanding service industries, there are also more prospects for women in developing nations (Orpina, 2017). But a more active engagement in the labor force does not absolve them of their responsibilities at home. As a result, the majority of working women are recognized as multitaskers since they do numerous roles simultaneously, such as wife, mother, and homemaker. Work-family conflicts are also widespread in developed nations, and failure to maintain a balance between office commitments and family obligations can lead to extreme scenarios such as family disagreements and divorce (Vignoli, 2013; Nepali, 2018). Work-family issues can be of two types: either work is a cause of stress in family life, or family issues are a cause of stress in work life, or both have a cause-and-effect relationship, which leads to psychiatric disorder among working women (Srivastava, 2007; Khan, 2018). Due to work stress, married women had higher rates of anxious and depressed symptoms than married males (Rosenfield, 1989). When it comes to gender-specific responsibilities in the West, there is an increase in the divorce rate among professional women whose marriages have not been successful with their careers. Men would never support their wives' or partners' professional endeavors. It is also the perception of power who wears the trousers and who earns more money. Transfer to a higher rank in the employment field increases with the divorce rate of female employees, but not male employees, and female employees who become Chief Executive Officers (CEOs) have more divorce cases than male CEOs (Savage, 2020). Even in the film industry, Oscar-winning ladies are more likely to be divorced than Oscar-winning male actors (Byrne, 2017) due to the fact that creating a career is more important than having children (Berger, 2018).

In emerging nations, religion is intertwined with culture and morality, and family standards trump professional goals. In India, the death of a mother-in-law decreases the employment rate of women by increasing their domestic responsibilities. This is true in the majority of developing nations where the assistance of the mother-in-law in child care enables women to work outside the home (Pandey, 2020). These working mothers have a superior quality of life compared to non-working women (Bahri, 2017). In Pakistan, female participation in the workplace comprised about 14% of the overall labor force in 2000. Pakistan from 1990 until 2019 in 2015. During that time period, the average incentive for Pakistan was 18.2 percent, with a minimum of 12.51 percent in 1995 and a maximum of 23.86 percent in 2015. The latest value for 2019 is 21.67 percent. According to the average annual growth rate of woman employment, labor force participation has been improving slowly and gradually in Pakistan; it was only 4 percent at the end of the 1990s and 1 percent in 1998; however, this improvement is still less than in other South Asian countries, such as Bangladesh (42%), Nepal (41%), India and Bhutan (32%), and Sri Lanka (37%). (Naqvi & Shahnaz, 2002). In general, women choose a professional life that entails working alongside males despite lacking family support. Medicine and teaching are favored professions because they require less interactions with males and less public contact (Abbasi, 2019). Poverty is one of the primary motivating factors

for working women in the region of Punjab. This is especially true for women who work in both formal and informal sectors while married. The contribution of such working women contributes significantly to home sustenance (Khan, 2010). Even in such situations, women confront many obstacles, such as a lack of support from their spouse, a demanding work schedule, lengthy working hours, and family expectations, which contribute to work-family disputes. Work and family have a cause-and-effect relationship. Work and family have a cause-and-effect relationship; sometimes home life causes problems in the office routine, and occasionally the frantic workplace routine destroys family relationships. Woman's dual duties are intertwined, and she bears equal responsibility for a working married woman's anxiety, depression, or poor mental health (Khursheed, 2019). In addition to sexual harassment, the use of abusive language, male dominance, and conservative thinking, female employees confront other obstacles in the workplace. Occasionally, a female employee's character may be called into doubt due to her behavior with male coworkers (Shah, 2002). Harassment, mental abuse, and bullying are regarded as common negative effects of women's empowerment in the workplace. Harassment, which is more prevalent in the private sector than in public institutions, is a significant barrier to the professional advancement of women. Not just top management but also junior management, such as office clerks, have been implicated in such incidents. Importantly, women who have jobs are reluctant to take strict action; as a result, perpetrators are mistreating women or individuals have begun victim blaming (Sadruddin, 2010). This hostile work atmosphere exacerbates stress and makes multitasking even more difficult.

Problem Statement

In both developed and emerging nations, the proportion of women employed and in the labor force has increased. This has resulted in an increase in women's economic empowerment, but it has also required women to fulfill dual or multiple tasks simultaneously, such as at work and at home. In more traditional nations, such as Pakistan, women are expected to be homemakers, undertake daily housework, and devote a substantial amount of time to child rearing. Even for working women, domestic obligations are considered their major occupation. This leaves working women with additional responsibilities that may be detrimental to their physical and mental health. There is a need to comprehend why they are juggling various responsibilities and what obstacles they face at home when working. In contrast, the purpose of this study is to evaluate the opportunities and obstacles they face. Does it result in conflict or socially empower women?

Objectives:

- To examine the challenges and possibilities working women are facing
- To evaluate how do working women manage dual role of work and family.

Research Questions:

- Research Question1: How does the society perceive the working women? What type of issues faced by working women in sectors?
- Research Question2: What support they get from husband and family?

Literature Review

In the competitive corporate climate of the present day, entrepreneurship is seen as a significant field. It contributes to economic growth and the creation of jobs. As a result of globalization, women-owned enterprises are increasingly recognized around the globe as a symbol of a nation's development. They are accountable for generating additional revenue and jobs. A growing number of women are pursuing entrepreneurship as a method of overcoming gender stereotypes and establishing a healthier work-life balance. Their entrepreneurial attempts are hindered by a lack of oversight, government training, technical expertise, family support, and networking opportunities. Having a career and having a family are significant aspects of a working woman's life. In order to better manage both their professional and personal lives,

women entrepreneurs prefer to run their enterprises from their homes. Entrepreneurial endeavors help people achieve notoriety and self-respect. To find a good balance between work and life, women use skills like effective communication, organization, planning, leadership, and delegation. (Usha et al, 2015) Women are the herald of the general public and assume multidimensional parts in society. Without the active participation of women no society can move or support in evident stage. In 21st century women can be seen in different fields like major posts in education sector, CEO, fighter-jet pilots, banking, HR and IT as well as in Telecom Sector, Women Establish roughly 40% of the worldwide labor force however alongside these all affordable fields lady is likewise going about her essential job as a mother. Which is itself a biggest responsibility for her moreover she is solely responsible to balance her domestic or basic responsibilities as well as professional ones. Double job of lady is productive for better way of life yet then again it makes working wedded lady incredibly stressful. (Darji, January 2016).

According to the American Medical Association's maternity leave policy, majority of males now think that job and family life are in conflict, while a majority of women report that they feel stressed, apprehensive, and exhausted as a result. This is due to the fact that they play a variety of roles in their personal and professional life. Women frequently alter their professional paths in order to better support their family while also improving their personal well-being. According to the same survey, 35 percent of males and 85 percent of women switch jobs due of family commitments. Women who are married and, in the workforce, have a disproportionate share of the societally determined level of care, which necessitates fair compensation. Working women in Pakistan aren't known for being very passionate about their jobs. For some women, providing for their family means working outside the home. Women are forced to be self-sufficient because their spouses and in-laws do not always pay for their basic needs. In addition, because they share a home with their husband and children's in-laws, they are responsible for their well-being as well. As a result, women with mental illness bear an enormous burden. Women from developed and developing countries are permitted to work however both are confronting obstacles in an unexpected way. Some are confronting work family struggle and some are confronting separation at working environment in male overwhelmed work area.

Working Married Woman in developed Countries:

Woman who is known as the master piece and majestic piece of Allah's Creativity has essentially, custom and culture, as her significant capacity and parenthood however today U.S witnessing that additional normal model of parenthood suffering from the schizophrenia of women power(working women). Women working outside trend is not new for western world. Parish records of England during the Middle Ages show that women were the part of labor force. From haymaking, sheep herding, brewing, baking, malting, and drawing thatch women were part of the major labor force. Nowadays there is no as such field where women have not shown their value from serving in highest position of authority in administration to standing firm on highest political situation, they have shouldered a wide range of duties and responsibilities with significant success. Working Women those belong to emerging economies of the developed nations facing the critical issues between work-married life balance and gender pay-gap. In G20 badge of countries, working women facing hurdles which naturally affect them at workplace. Most common hurdles are children and career, career opportunity, harassment, work-life balance and equal pay with respect to gender. Even in France, Germany and the U.S data shows four in every 10 women facing the pay gap as the major issue regarding all issues. Britain, Australia, Brazil and Canada also ranked the gender pay gap as their biggest workplace worry while in women in china expressed the least concern. Harassment in the work environment also emerges as one of the working women's five top concern. Mostly women don't report this is because of social-respect. Women belongs to major efficient countries are least certain and feel having a family could disturb or demolish their careers (Reuters, 2021).

Work-Family struggle subject to the accessibility of different emotionally supportive networks inside and outside the family just as the association she works. There are two distinct job assumptions anticipate from ladies at two unique destinations. On proficient work area working wedded ladies is relied upon to be dynamic, serious, straight forward, non-nostalgic and finance managers yet at home she is normal a kindhearted mother, homegrown, modern, sweet and caring spouse. As a best and ideal ladies she needs to do performing multiple tasks yet she can't, which end up with clashes. She can't do equity with the two jobs so ideal endeavor of one job leads towards penance of another job. Which itself an issue for her. (Ghani & Ara, July 2010). Working married women are facing more problems in practical life as compared to housewives. Because working married women attention diverts in two different paths, they can't give proper attention to their marital lives which cause marital mal adjustments. (Darji, January 2016).

Working Married Women in Developing Countries:

Equality between both gender man and woman is linked with poverty reduction, higher gross domestic product and better governance, women labor force participation as major ingredient for increased right and better economic opportunities for female can play vital role in gaining development goals (Karoglan & Okten, June 2012). In developing States of world, women primary concern is considered as home chores and taking care of husband and children. In Korea women are more likely to leave the jobs as compared to men because women is going to start family or practical life but in Indonesia, participation in labor force falls while self-employment increases when women have young children. In Pakistan spend 5 times more time on housework then men do, irrespective of whether they are working outside which is root cause of stress for women. In Pakistan only 35% women were available for work outside the home and mobility constraints appeared to be stronger in rural area. In Turkey underemployment status of husband has a positive and significant effect on the labor force participation decision of wives (Karoglan & Okten, June 2012). Whitehead and Kotze (2003) say that women started getting professional jobs more slowly and later in developing countries like South Africa than they did in developed countries like the United States and Britain. The history of South Africa could be seen as a reason for this. South African History Online (2011) says that the Afrikaner National Party's policy of apartheid caused South Africa to have a divided society during the 20th century. This made a big difference between the "haves" and "have nots" in terms of race. Segregation by race and class affected who could work and what they could do. During this time, especially for women, there were unfair pass laws that limited their opportunities, especially for women of color. In this case, the pass laws said that black women had to carry a document that said they could go into white areas. The pass laws were a threat to basic freedom rights (Magubane, 2008). A lot of this time was known for the fight for justice, equality between races, and equality between men and women in South Africa and around the world. All South African women working together for one cause was a big part of the fight for equal rights. They started campaigns and movements to protest racial and gender differences that kept women going for decades and led to a fairer situation in 1994. (South African History Online, 2011). The Federation of South Africa and the marches on Pretoria in 1956 made it possible for women in South Africa to make a big step forward in history. Around 20,000 women of all races marched to the Union Buildings to protest the fact that women could carry passes (South African History Online, 2011). Given that women didn't start working until much later in South Africa's history, it may not be surprising that there isn't much research or understanding about how professional women in South Africa balance their work and family lives. In India Family-Work Conflict and work-family conflict are more likely to exert negative influences in the family domain, resulting in lower life satisfaction and greater internal conflict within the family. Some main issues disturbing the life of married working women: Multiple tasking, Work overload at home and at workplace, working environment as well as women also gaining advantage because of job career orientation, social support, better life style and confidence. (Reddy, Dec 2010)

Working Married Women in Pakistan:

Conflict between work and family is especially acute in Pakistan, where demographic and economic upheavals have a profound effect on the whole population (Hussain, Malik, & Hayat, 2009; Kumar & Arain, 2014). The traditional male breadwinner model is being degraded, and women's participation in the labor force is increasing (Khan, Khan, Shoukat, & Naz, 2011). The extended family structure is also being dismantled, and a nuclear family system and single-parent families are being established. Work and family life are affected by all of these changes, because the need or expectation to spend a lot of time with the family implies that there is less time available for work (Frone, Yardley, & Markel, 1997; Hill, Yang, Hawkins, & Ferris, 2004). Organizations, too, are dealing with major changes in the business landscape. Privatization of some institutions, such as Pakistan's banks, has led to a rise in workload, job ambiguity and conflict, and the number of hours worked (Bashir & Ramay, 2010). On World Level, Female workers presently shows 39% of the world wage labor force and just 20 % in Pakistan. From 2019 women just earned 19 percent of what male earned. Cultural hurdles playing major role in this, these barriers contributing in women's poverty. Women in Pakistan are subjected to severe employment discrimination, but female employment has positive impact on country economy and women wellbeing, mostly women worked as unpaid wagger in informal industry especially in agriculture sector. Discrimination lies in political, legal, economic, and cultural factors which badly affect the women status as well as her health. (Sarwar & Abbasi, 2013). Greater part of female specialists worked in casual area, there is a ton of contrast among formal and casual field. In conventional areas occupations are more recorded will generally apply a few principles guidelines and some check and equilibrium, which eventually helps the female workers. In casual area ladies recruited on verbally responsibility and friends offer less wages when contrasted with formal area in which chances of issues are bound to occur for instance no professional stability, no clinical leave or advantages boisterous attack or inappropriate behavior generally with (house laborers) and no as such help from male situated worker's guilds. (Sarwar & Abbasi, 2013).

Opportunities for working women

For Khan et al (2019) Mostly poverty is considered as the main determinant of the married women participation in labor force of Punjab sector. Female workers are more likely to be full-time workers in all farms sizes in KP (90%), Sindh (74%), (50%) in Punjab but 83 percent of female family workers are part-time (Qamar, January 2000). According to Panhwar & Abro (2017) Job is privilege for woman, the social status of women is directly connected with women's employment. The employment raises the economic wellbeing of ladies engages her more than jobless ladies at home just as in the general public. Presently society has been change. The guardians, Family individuals, family members, companions and kinsmen frequently incline toward utilized ladies to jobless ladies in ordinarily of life. Sarah (2019) brings attention to those working mothers those usually can't manage the multitasking especially taking proper care of teenage children, which usually leaves them with an inner guilt of disappointment and low self-esteem. Raising successful children is of paramount importance and is equally testing for working married women. Krishna Reddy(2018) pointing out major benefits of working wife, Working married women is more supported by husband because they have better understanding level if both are working so they both could understand their busy schedules, time limitations and communications gaps. Sometimes working wife in the same field can provide better and valuable suggestions in professional life. Monetary support is another major ingredient in happy relation of working couples because both are helping each other in financial issues of home and kids' .working wife can share burden of husband. In most of the cases of working couples child have better future and better life style with confident behavior. The decision power of working ladies is obviously superior to house wires most certainly autonomous ladies can take better choice for family. Working wedded ladies can more readily comprehend the upsetting timetable or routine of spouse. Benefits of ladies working incorporate more pay for their families, the chance to investigate their gifts, and the

advancement of monetary development. When women work, they make money that adds to their families' financial well-being. This helps pay bills, buy food, and educate children. Women have goals and objectives to achieve in their lives. Working allows them pursue their dreams and talents, as well as work on their goals by pursuing careers of their choice. Finally, women who work contribute towards economic growth through their jobs.

Challenges for working Women

Anxiety and Stress disorder in multitasker women

According to Kausar (2019) quoted, The Working Women in Pakistan Facing too much hurdles, their responsibilities are much higher than capabilities which mostly leads towards anxiety and stress. Unlike the western society, where responsibilities are shared by both male and female members at home, women in eastern society are expected to be full time worker and a full time housewife at the same time. Thus women in this manner have multiple roles to perform and while fulfilling these roles she has to face different problems which causes anxiety. Pakistani women is playing 3 dynamic roles Wife, mother and working woman and she can't do justice with these roles. According to Ghazala and Anwar (2015) Communists portray ladies as attempting to accomplish the male norm at work, while attempting to keep up with the ideal spouse and mother's norm at home. Ladies who decide to consolidate marriage with transporter face a basic circumstance and they scarcely realize how to oversee time and assets between these two significant obligations, this makes them experience extraordinary struggle, pressure and stress, which brings about medical conditions. Working Married ladies with youngsters at home have been found to have higher mental manifestation levels and more awful wellbeing than those without kids. Stress is generally normal in working wedded ladies as a result of tension of work and home.

Domestic Restrictions:

Prior ladies were limited to their home and their essential job was to deal with family tasks. With time, because of expansion in financial tensions on families this limitation has been delivered. Presently in the majority of the families ladies are additionally permitted to get advanced education and do paid positions however under specific limitations. The most extreme level of working ladies can be viewed as wellbeing laborers, educationist, representatives or whatever other low paid work that are very little liked by men on account of the absence of development openings and low compensation scale. Ladies are permitted to do such positions in view of the female prevailing climate. This thing has limited the lady's openness to other accessible.

House labors and maids role as a dual tasker

Lois (2017) pointed out that In Pakistan working women percentage is 26 percent among ages 25 to 54, women performed the bulk of work as home as an un-paid worker. According to statistics In Pakistan women living with a husband have lower labor participation as compared to those women living alone. Having more or young children involve women in housework which ultimately pressurized women to leave job but on the other hand households are increasing so again working married women sacrificed her health and then go for multitasking. Married women, which are not educated are usually dependent on high class society for wages as a maid. The International (ILO) states that there are 8.5 million domestic workers in Pakistan. This sector is facing far more hurdles as compared to other sectors. These female domestic labor force suffers exploitation, abuse and gender, class and the case of Christian domestic workers (religious discrimination). sometimes Maid's husband leave or divorce them because of low salary. (The Invisible Workplace: A Situation Analysis of Pakistan's Domestic Workers, 2020).

Harassment at work Place

Hasan (2011) indicated every year, Thousands of women in Pakistan harassed by their male colleagues. Most women from the respectable families are forced to remain silent. According

to research 70% of women harassed at their workplace. Another issue is income issue of female labor force. Women now make up 4.6 % of board members of Pakistani companies but Women are paid only half of what their male counterparts earn. In the analysis of Mukhtar & Faiz, (2020) Women entrepreneur also experiencing varying types of work-life imbalances and adopt active strategies to resist it. Due to poor support of family and organization she tends to compromise their self-comfort for the sake of family and business obligations.

Transport issues for working women

According to (Sahigol 2014) Transport Troubles are enlisted as another major issue for working women in Pakistan. Working women facing physical harassment during travelling every day in public transport and because of low income she can't afford her own vehicle. A well-function, clean, affordable and most importantly, secure transport system is need of working women. According to Asian bank development Karachi is a place where there is majority of working married women from different sectors but working women who belong to middle class family is travelling in local transport in daily routine. In overcrowded buses women is facing harassment and abusive language by male drivers. Women is also hesitate to tell any police officer about harassment cases, even police is not take these issues seriously. And there is no separate vans for working women.

Work life conflict

According to Muhammad shakeel Ahmed (2011) multi-tasking improving the better lifestyle of women but on the other hand it is causing issues for family life. Some working married women are doing double job along with part time job which itself dangerous foe their health as well as they can't give time to family and family events, in a long term it will help the improved life style of children but at the end children will never enjoy the or take the care of mother which is itself a problem for working women as a mother. Children those are nourishing through daycare centers always lack the mother love and in young age they think money is everything rather than relations or emotions etc. According to Noreen sehar (2013) mostly working married women is facing two types of issues first work interfering with family and family interfering in family life. These conflicts are further divided in 3 parts, time based, strain based and behaviors based. Godde (1960) explained shortage of time, energy level and commitment are major hurdles in performing both duties at time. Multitasking makes difficult for working mom to be good employer as well as she can't be a good mother as the same. Working mothers only good in one situation she is always lacking one position or compromising on some things but if husbands and in-laws will be supporting she can do both jobs better.

Gender based discrimination:

According to Wage indicator foundation report, working men are usually given unfair advantage in comparison to the working women. In this male overwhelming society, men are viewed as really dedicated, shrewd and preferred workers over ladies. This sex separation bring about expanded degree of stress and occupation disappointment. It additionally diminishes inspiration to work and responsibility towards the work. Essentially ladies are offered lesser chances for quality training which thusly brings about absence of information in regards to mechanical headway. Opportunities and limited their growth in the developmental sector. After all day of work at office, no matter how tired they are, they also have to look after domestic chores.

Lower Pay-scale:

The employer should ensure that uniform wages should be paid to both men and women on an equal amount of work done. In numerous working environments, representatives are not permitted to examine their compensations in light of which nobody at any point comes to know whether they are saved money or not. Tormenting, provocation and mishandling are distinctive demonstrations however lower compensation is a quiet offense, nobody submits any question and the issue proceeds. Ladies are paid less on the grounds that business has this preset idea

that she will leave the place of employment after marriage or subsequent to having kids. Ladies procure low likewise on the grounds that they need to pick a less difficult occupation for themselves so they can invest more energy at home. Parenthood influences the lady's profession unfavorably as opposed to men.

Research Methodology

Research methodology is a way to systematically solve the research problem. It may be understood as the science of studying how research is done scientifically. (Kothari) The amalgamation of both qualitative and quantitative data always gives a better understanding of the research concepts. Qualitative research has a large number of participants to be discussed. Just like quantitative research, qualitative research lacks the deep thoughts of people on specific research problems. Quantitative data consists of figures and numbers, whereas qualitative data consists of explanations, facts, and descriptions. Quantitative data is analyzed by statistical inferences, whereas qualitative data is described through coding and categorization. Working women's issues are social issues, and social issues always require a mixed method approach, which means that both qualitative and quantitative approaches are used for a better understanding of the research problem. A mixed method is used for in-depth understanding and collaboration. Method research approach is used, focusing on both qualitative as well as quantitative data. Primary data was collected from a sample of 80 women working in homes, schools, colleges, banks, hospitals, saloons, and universities in Abbottabad city.

Research Design:

"Research design is a master plan specifying the methods and procedures for collection and analyzing the needed information (Dr. P, 2015)." Descriptive research design uses to collect depth knowledge of population using both quantitative and qualitative data.

Study Area:

The study was conducted in the city of Abbottabad. Under the British Raj, Abbottabad was the headquarters of the Hazara District. Abbottabad got its name from the founder of the town, Major James Abbott. Following the invasion of Punjab, he founded the town in January 1853. From 1849 to April 1853, Major Abbott was the first Deputy Commissioner of the Hazara district. In the early 20th century, Abbottabad became an important military cantonment. Abbottabad is located in the Orash Valley, 50 km northeast of the capital of Pakistan, Islamabad. Abbottabad is the capital of the Abbottabad District. Women of Abbottabad are still doing multi-tasking even though they are facing different types of restrictions like customs, traditions, family care, children's care, marriage life, etc. Data is collected from a sample population of 80 working married women who are working in different sectors, e.g. schools, universities, banks, and domestic workers, etc.

Population:

The population of study consist of married and working women of Abbottabad, Pakistan. These two are the essential requirements as study is conducted on women who are married and working too, in order to see the relationship of women dual role, i.e., work family balance.

Sampling Technique:

Stratified random sampling is a method of sampling that involves the division of a population into smaller sub-groups known as strata. In stratified random sampling, or stratification, the strata are formed based on members' shared attributes or characteristics such as income or educational attainment. Stratified random sampling is also called proportional random sampling or quota random sampling. The stratified random sampling technique is used to collect data from respondents belonging to two distinct groups, i.e., women working in educational institutes and other public or private institutes that are in

direct contact or interactions with men that require direct public dealing. Open and closed-ended questions from women working in banks, hospitals, schools, and universities; women working in homes (domestic workers).

Sample size:

The sample size was determined by right thumb rule and thus total of 100 participants were asked to fill these questionnaires. However after cleaning data, 80 of the questionnaire were included in the study.

Table 3.2

Respondents	Data Collection Tool	No of Respondents
Teachers from School	Questionnaires	10
Teachers from Collages	Questionnaires	10
Teachers from Universities	Questionnaires	10
Employees from banks	Questionnaires	10
Female workers in Brands Outlets	Questionnaires	10
Domestic workers	Questionnaires	10
Tailors and Makeup Artists from different Salons	Questionnaires	10

Tools of Data Collection:

The devices or instruments used to gather data, such as a questionnaire or computer-assisted interviewing system, are referred to as data collecting tools. Case Studies, Checklists, Interviews, Observations, and Surveys or Questionnaires are all data collection techniques. "A questionnaire is a systematic compilation of questions submitted to a population sample from whom information is required." (Bar, 2015). The interview schedule is used to collect data from married working women in several sectors. The first portion contained demographic profile information. The second portion covers their household and their children. The final section focuses on professional concerns.

Data Analysis:

Brief interviews and administration of all scales were conducted at the participants' homes and workplaces (only working women). All participants were instructed on the goal of the study as well as the ethics of confidentiality and accountability. The interview was performed utilizing the Semi-Structured Brief Interview Form based on their verbal consent to participate. Using frequencies and percentages, the Semi-Structured Brief Interview Form (SBIF) data was described. To test each of the present study's hypotheses, an independent t-test was calculated using SPSS, Version 21.

Ethical Considerations:

All the research ethics were followed in this research. The informed consent was given to participants, and they were told that they can withdraw from study within 15 days. Furthermore, their confidentiality is maintained, and data is secure with researcher only. The participants were briefed about the study, and they were given details such as email of researcher for follow up and other concerns regarding study.

Respondents' Age	Frequency	Percentage
Respondents' Age	Frequency	Percentage
31-40	30	37.5%
41-50	14	17.5%
51-60	2	2.5%
61-70	3	3.75%
Total	80	100%
Education level		
Primary	2	2.5%
Middle	4	5%
Matric	7	8.75%
Higher Secondary	9	11.25%
	58	72.5%
Total	80	100%
Household total members		
1-10	72	90%
11-20	8	10%
Total	80	100%
Profession		
Teacher	30	37.5%
Doctor	13	16.25%
Banker	10	12.5%
Tailors	2	2.5%
Beautician	10	12.5%
Domestic Worker	7	8.75%
Own business	2	2.5%
Nurses	6	7.5%
Total	80	100%
Salaries		
1k-10k	9	11.25%
11k-20k	22	27.5%
21k-30k	4	5%
31k-40k	4	5%
41k-50k	8	10%
51k-60k	5	6.25%
61k-70k	6	7.5%
71k-80k	5	6.25%
81k-90lac	4	5%
91lac-1lac	9	11.25%
1lac-1lac10k	4	5%
Total	80	100%

Results and Discussion

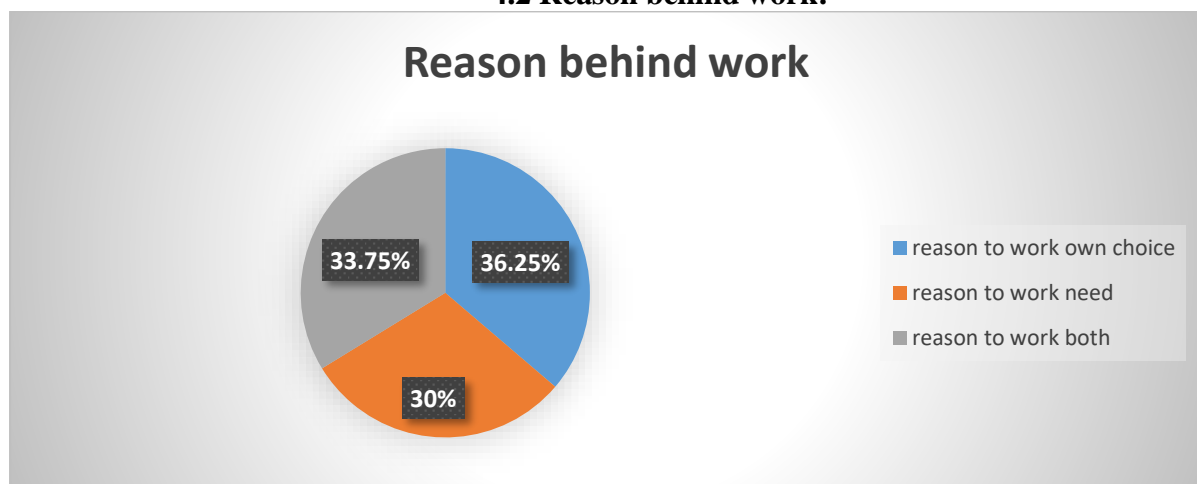
The objectives of this study were to examine the possibilities and challenges working married women are facing and how working married women managing home task as well as office tasks. In order to sew up these objectives research was conducted in district of Abbottabad. The collected data was analyzed with different techniques and results were evaluated which have been discussed in detail in the section given below.

Demographic Profile

Demographic Information of the respondents normally include gender, age, education, salary and vice versa. These characteristics of demographic data expressed statistically using frequencies and percentages. To conduct research, Data was collected from 80 married working women in Abbottabad district. The data have been analyzed in figures and graphs are to represent the trends and results.

The above table indicates the descriptive statistics of the demographics. The table shows that the participants included in the minimum age of respondent is 31 where is maximum is 70 years. Majority of the respondents i.e. 37.5% are among the age group 31 – 40. Similarly the education of majority of participants is higher secondary, which has 11.25% of the participants. Majority Women have 1 – 10 household members as 90% of participants selected this category whereas only 10% of participants' selected 11 – 20 members' category. Among professions, most are teachers, i.e., 37.5% of participants while only 2.5% were tailors or have their own business. Around 27.5 % of participants' income is between 11k to 20k.

4.2 Reason behind work:



As house chores and taking care known as prime concern of women in traditional societies of Asian countries but In Pakistan there is clear division between women on the bases of assigned role. Now Pakistan has been changed so mostly women choose career over house wife meanwhile they are also dependent on maids for their home tasks and maids are also working married women so this is a sort of complex interdependence between these two working married lady but maids are working for basic needs of life but other ladies are working by choice or for better future of their children or for some other reasons. Same is the case with working ladies of Abbottabad, here 33 % females are working by choice and they belong from well settled family they don't need job but still they are working by choice for lavish life style but 30 % females are working for needs these females belong from middle lower class of Abbottabad and mostly work as beauticians, security guards etc. because they are sole bread winner for family.

Figure 4.2

Impact of job on Married life of working women:

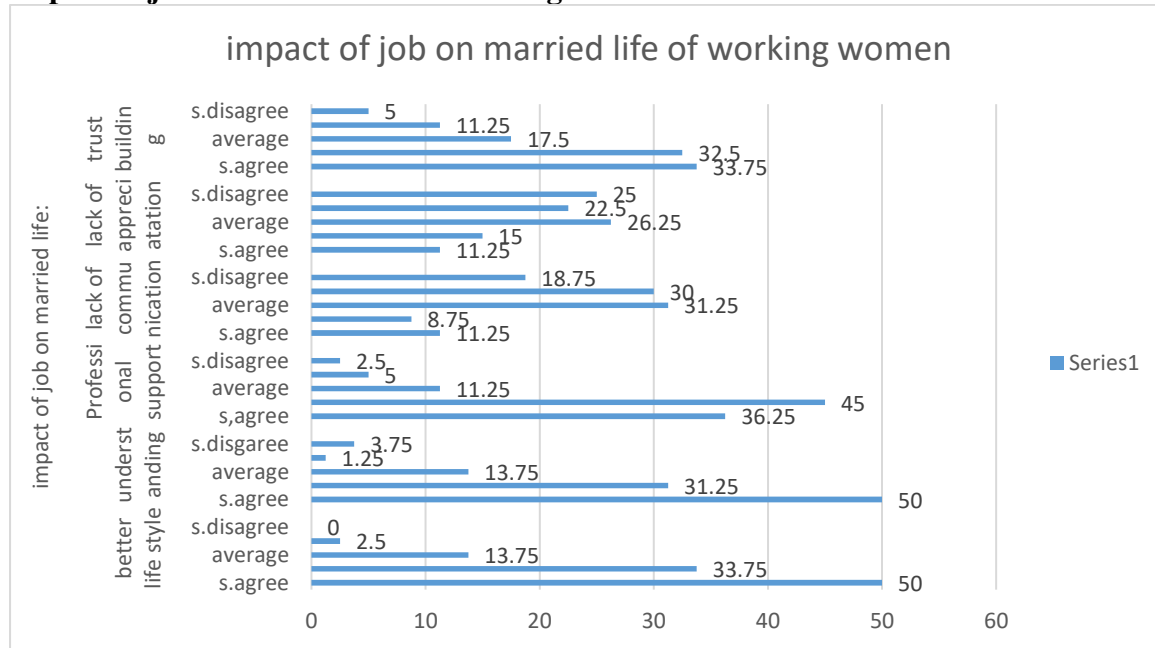


Figure 4.3 impact of job on married life of working women

we discussed in literature review that married working women is facing lot of issues along with opportunities of empowerment, but job is also impacting the marital life of working women.

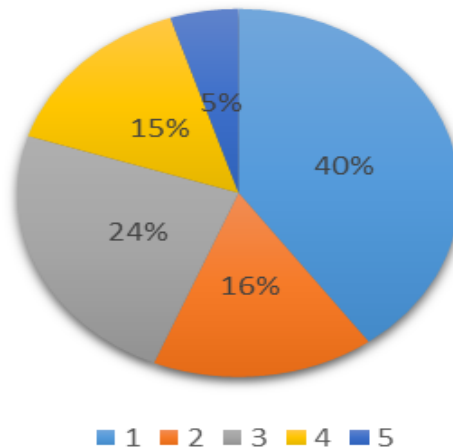
Opportunity of better lifestyles

As shown in figure 4.3 majority of women enjoying the comfort lifestyle because of job and also supporting his family as well as husband financially. Working parents can give better future their children. According to 50% respondents job changed their lifestyle they can give better facilities of life to their children. Even they can afford all comforts of life.

Relationship with Spouse:

50% of the respondents believed that there is good understanding between couple on consensus of the every matter of life but still 25% explained that there is no appreciation for working women from husband. According to figure 4.1 there is strong and supportive trustful relation between husband and wife. These 33.75% population belong to educated, elite and somehow middle class. Due to tough timings of medical field Doctors and nurses cannot give proper time to her family even 31.25% respondents explained that there is a communication gap between their husband because of tough schedule and stressful routine. Still there is average support from husband side in professional life of working women. Mostly males are in favor of house wife because according to them primary duty of women is taking care of husband, house chores and children. In majority cases husband supporting their wives in professional life especially in case of teachers and doctors and on the other hand they both understand the professional matters of each other. Husbands are very supportive as data shown in table 4.1. Most respondents share their experiences regarding husbands support, how their husband share the household duties and take care of children at home.

Effect of job on mental health



Job impact on mental health of working married women:

Mental health is a major public health concern so this study is also design to know the mental health of working married women how she manage dual role along with stressful life, so according to figure to figure 4.4, majority of working women is suffering anxiety ,stress and depression. Their mental health is getting down day by day because of busy schedule.40% respondents believed that their mental health is going worse and every day she is facing new trauma along with job and home chores. The multifaceted stress of married working women with responsibilities at various arenas may be the reason for their weaker mental health.

Travelling facility to working women:

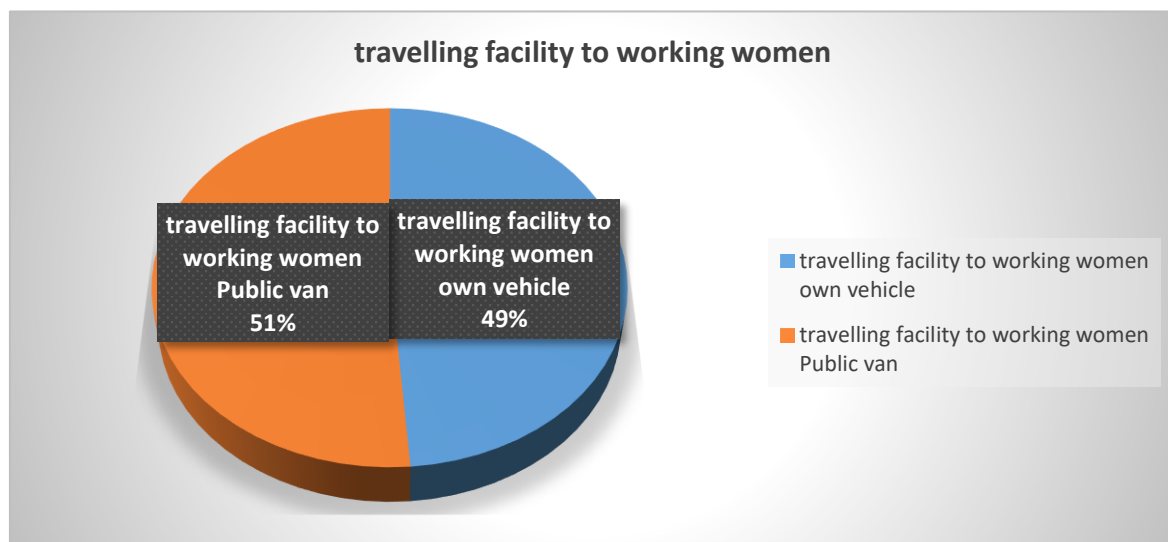


Figure: 4.5

Working women is travelling on daily bases for earning. Transport is the major concern for working women. 51% of women travelling in public transport as shown in figure 4.5, public transport including buses, vans Suzuki, and cream (online transport applications) somehow in-driver(online travelling application) .Moreover respondents also rely on own transport, 49% working women travelling on own vehicle.

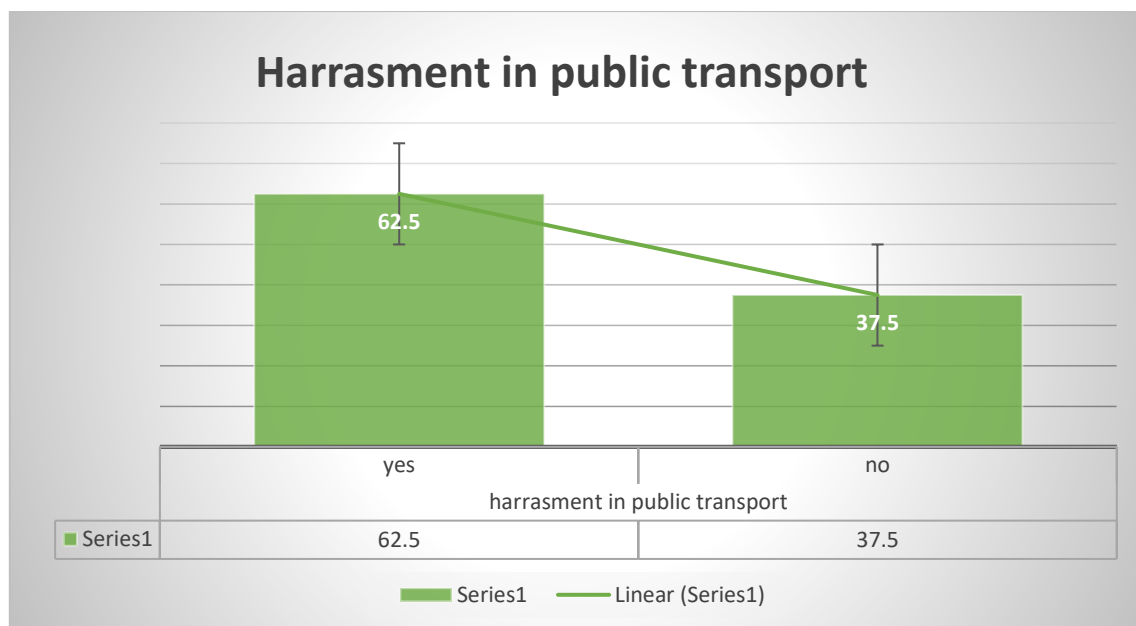


Figure 4.6

Table 4.6 shows that 62.5% respondents are facing harassment in public transport on daily bases, according to respondents usually these cases happen in Suzuki or on road, most of the times drivers and conductors abuse working women but 37.5% of respondents denied the statement. These respondents mostly travel in own vehicle so they never experienced such type of cases.

Family problems faced by working married women:

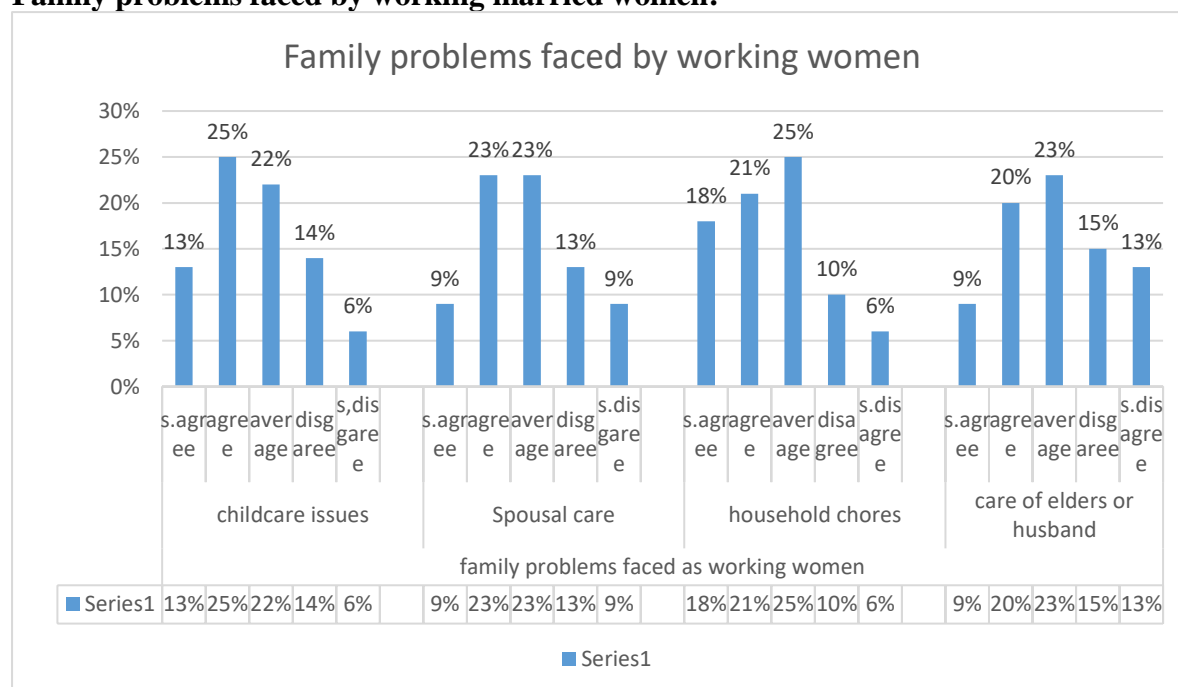


Figure 4.7

Working married women in Abbottabad is managing multitasking, performing house chores at home, taking care of children and husband, meanwhile she is also working outside for better future of their children. In all this scenario she is facing work-life conflict and have no time for herself.

Childcare Issues:

Majority of working married women have 3 to 4 children and 1 child is in infancy age but they cannot give proper time to children care especially in cases of doctors and nurses, they are giving 12 hours to job and 3 hours to home chores, remaining time is not enough for children care or child social activities so here figure 4.7 shows that 25% respondents agreed that they cannot manage childcare and their parents teacher meeting in school even their children are disappointed that their mother have no time for their children. Which is also involve working married women in guilt that she has no time for her children but financial crises are major determinant behind job of married women.

Spousal care:

Marriage is the bond or contract of husband and wife for whole life, both take care of each other but In Abbottabad women prime concern is considered as spousal care. According to Figure 4.7 data, 25% respondents agreed that they have no time for spousal care or sometimes stress and tough schedule cannot allow us to perform husband care but in mostly cases of respondents their husbands understand the professional life so they never argue on such types of issues.

Household chores:

Working married women is giving 4 hours daily to home chores, but these hours are not enough for all types of home chores so they can't manage cooking, cleaning, washing in these 4 hours and on weekends they deal with unexpected guests or some other things so here figure 4.7 shows that 25% working married women found it difficult to manage both jobs (office and home) at the same time. According to Some exceptional respondents they also giving tuitions classes at home so they can't manage 3 things at the same time which normally results in weak physical and mental health.

Elders or In-laws care:

In table 4.1 demographic representation shows that 40% respondents living in join family system and 60 % are living in nuclear family system or separately.so here it means these 60% is mostly not involve in in-laws care but there infant children are dependent on maids but respondents those live in join family care about elders and in-laws on the other hand their mother-in-law is taking care of their infant children in office hours so this is the give and take relationship. Here in figure 4.7 it is clearly mentioned that 23% working married women normally cared about in-laws health, food and other things.

Environment of Work Place:

As shown in demographic information table 4.1, working married women is working in different fields of interest and every work place gives different environment to their employees.

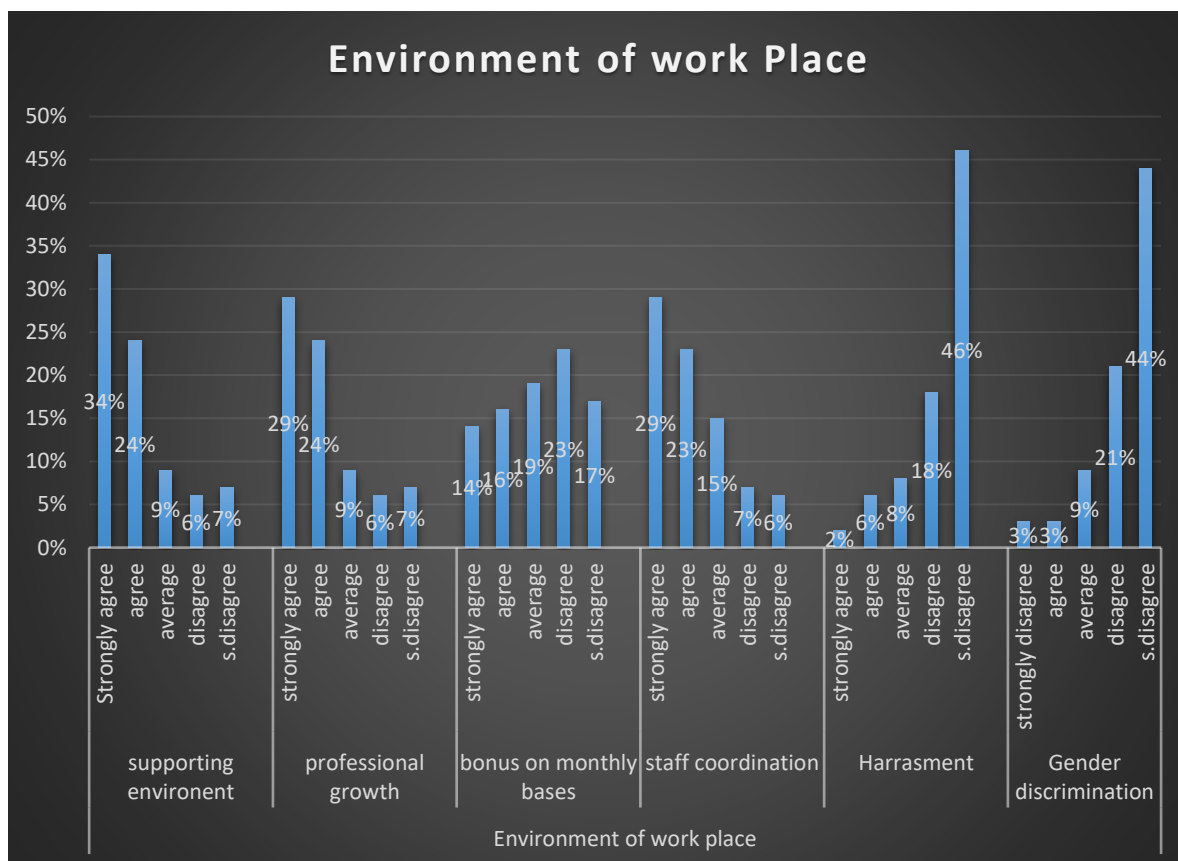


Figure 4.8

Figure 4.8 reveals that women is different sectors is facing supporting environment at workplace.34% respondents believe that their work place environment is friendly and supportive especially in case of schools and colleges but 7% respondents are not happy with office environment because of heavy work load and tough timings especially in case of female security guards in Ayyub Medical Hospital in Abbottabad. Professional growth is totally different in government to private sectors. In banks and in salons working married women professional growth is depend upon their work efficiency and efforts.so 29% respondents believe that there is professional growth in private sector as compared to government sector.23% employees reveal that there is not as bonus in jobs but salons and private schools are offering bonus to their employees. According to 29% working married women staff coordination in excellent at workplace especially in case of private Schools. Staff is cooperative in especially in case of emergency situation 1 half leave and1 full leave is allow for teachers without deducting their salaries.

Harassment and Gender discrimination at work Place:

Different research studies are showing that working women is facing harassment of every kind at work place which is the more important challenge for working women in today life.so according to figure 4.8, only 3% respondents are facing harassment at work place, Doctors and bankers are eye witness of such types of cases but majority (45%) revealed that they are not facing any type of harassment from both genders. Gender discrimination is major issue for working married women at workplace especially at male dominated sectors but in Abbottabad case is opposite, 44% respondents explained that there is no gender discrimination at work place not at professional level and not on pay scale level but 3% employees believe that there is gender discrimination especially in case of banks.

Facilities at work Place:

In Government sector there are lot of facilities for working women at work place for instance medical facility, KinderCare, travelling facility and somehow extra allowances but in case of Abbottabad city figures are different. Data shown in figure 4.9:

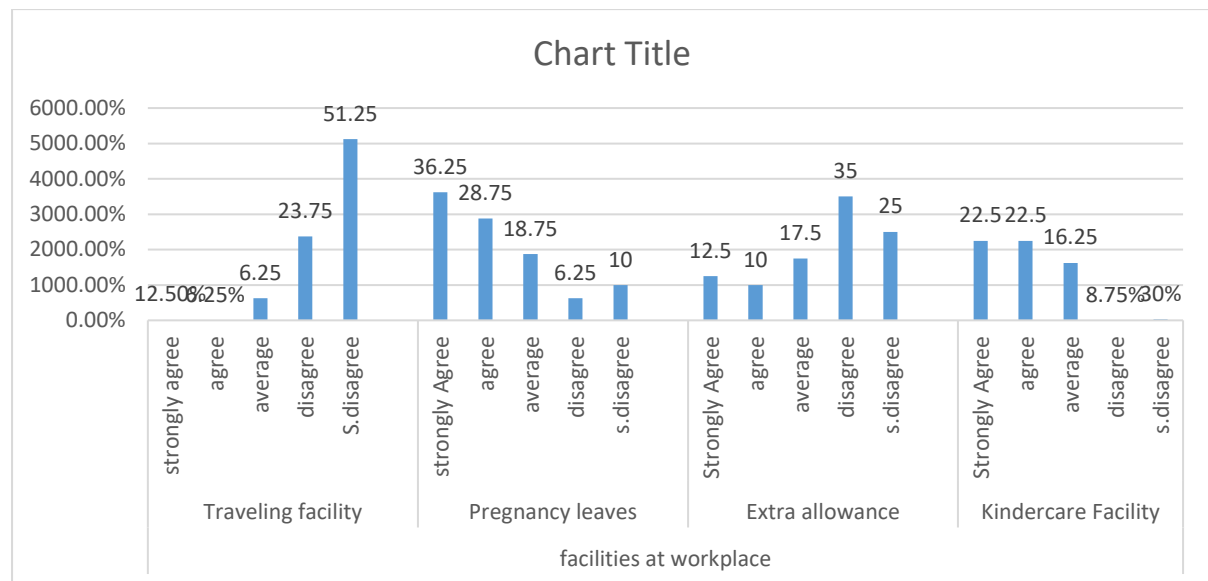


Figure: 4.9

Travelling Facility to working married women:

Data revealing in figure 4.9 shows 51.25% respondents are travelling locally or own vehicle there is no facility of travelling, government institutions are providing such kinds of facilities according to 6, 25% respondents, and means majority is lacking this opportunity or facility.

Pregnancy Leave to employees:

As per the laws of Pakistan, every woman get six month-leave on the first child, four months on second birth and three months on the third one. Data in figure 4.9 reveals that 36.25% working married women is taking pregnancy leaves in government as well as in private sector.

KinderCare Facility:

KinderCare facility is introduced by the American system for working married women. Accreditation is important to us because it means we're providing the best education for the children of hardworking parents or working mothers. Only 22.52 % employees are using this facility which are in education sector and in medical sector.

Gender Stereotype:

Every day working women empower themselves to face new challenges of life. It is very difficult for them to come up with desired results but shattered confidence, low morale and hopelessness. Working woman is not only a working machine but a wife, a daughter, a sister and a mother also. So there must be a just support system for the woman at every home. She must be supported as sister, wife, mother and daughter. We must support her to establish a balanced and growing society. Being a working married mother, mostly women feel guilt that they can't give proper timings to their infant as well as young children which lately results in those working married women don't want their daughter to be a working mother in future especially in same field. But still they want their daughter to become working mother in future but Gender stereotypes continue to exist and are transmitted through media, and through social, educational and recreational socialization, which promote gender prejudice and discrimination. This paper argues that contemporary management culture does not critically engage with the social theories of gender studies, which could help in developing gender-neutral affirmative action-oriented managerial perspectives. Any gender-related barriers and biases have declined

over the years but gender stereotypes continue to create problems in the progress of women's careers. The availability of opportunities for the career progressions of women continues to be negatively affected by gender stereotypes, which shape managerial behavior and occupational outlooks in the workplace with patriarchal expectations.

Conclusions

This study was carried out in Abbottabad to explore the job opportunities available to married women and understand the challenges they face. Eighty women from different fields, such as teaching, healthcare, and housekeeping, shared their experiences. Findings show that only 2.5% of women with less formal education are employed, yet they still use their skills to support their families and work toward a better future. Most of the working women in the study were teachers. In Abbottabad, many women see their main role as caring for their family. Having a job is often a personal choice rather than a necessity. However, about 33% said they work mainly to meet financial needs, with careers like teaching and medicine being popular due to their balance and purpose. Interestingly, most women reported that their jobs do not harm their relationships. In fact, many husbands are supportive and helpful. Still, many women shared that balancing work and home life takes a toll on their mental health. About 40% said juggling two roles, at work and at home, leaves them mentally and physically drained. Even with infrastructure in place, women face difficulties using public transport. A shocking 62.5% of participants reported problems like harassment and verbal abuse during their commute. Despite receiving some support from family and spouses, many women feel emotionally distant from their loved ones, especially their children and mothers. They often feel guilty for not giving enough time and care at home, even though they are working hard to support their families. According to the report, most respondents work in supportive environments, free from harassment or discrimination, and are satisfied with their maternity leave. However, working women in Abbottabad do not receive the same care and benefits as those in countries like the United States. This research, based on responses from 80 women, including teachers, doctors, and housekeepers, explores employment opportunities for married women in Abbottabad. Only 2.5% of low-educated women are employed, yet they contribute to their families' future. Most respondents work in teaching, viewing family care as their primary role. For many, employment is a personal choice, while 33% work out of financial necessity. Careers in teaching and medicine were common, chosen for stability and family benefit. The study also found that women's jobs do not negatively impact their relationships, with most receiving strong support from their husbands.

However, the respondent believes that their mental health is deteriorating daily because they have two jobs and engage in several activities. In addition, they believe that their home life is bringing them additional stress. Forty percent of the women who responded believe that having two jobs is detrimental to their mental health and exhausting. Even though the infrastructure exists, it remains difficult for working women to utilize public transportation. 62.5 percent of those who responded to the study indicated that they face a variety of issues, including physical harassment, sexual harassment, and abusive language. Because their occupations are so demanding, working women confess they cannot spend time with their family. Working women get help from their husbands and families, but many still miss the love and care they used to get from their mothers. Even though they work hard to earn money and support their families, they often feel bad about not spending enough time with them. This constant guilt makes them feel worse about themselves.

Unlike government jobs, private workplaces don't provide transport support. Because of this, many professional women who travel on public transport face harassment and rude behavior. Still, most women said their work environment is safe and supportive, and they don't face discrimination. They also feel they get enough maternity leave. However, compared to places

like the United States, working women in Abbottabad don't receive the same level of care and support.

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