

PROBLEMS OF OCCUPATIONAL WOMEN A CASE STUDY OF (VILLAGE CHHOTA GALA) RAWALAKOT, AJK

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ABSTRACT— *The problems of Occupational woman were studied at the village Chhota Gala, Districts Poonch, Rawalakot Azad Kashmir. The whole village was visited door to door and different work places. Data was collected orally and different questions were set as parameter and were asked from different working women. In this study select some married women, which were working with the Govt. Sectors including teachers, nurses, lawyers, police, etc. All the problems, including transport problems, house management problems, children care, long travel, harassment at workplace, fields of working, social behavior, Job out of city problems faced in offices etc. was discussed.*

Keywords-Occupational women, Sampling, trend analysis, job satisfaction

I. INTRODUCTION

Man and woman are two wheels of a cycle of life. If one of the wheels does not work properly the cycle cannot move same like this if one of the male or female ignores their life partner they will ruin their lives. Then they will be forced to live a restless life. They need the support of each other to live a comfortable and balanced life. This is the natural process and God created his creatures as a couple. They are both important to each other, without anyone there will be the great gap in their lives. The status of women in Islam is given on the basis of equality and honor. Each of the five pillars is as important for women as for men and there is no differentiation in their reward. Occupational women have to manage her job as well as their home with more responsibility. In our society, it is difficult for occupational women to stay competitive, as they are not given the support of their husbands through which they can easily manage both the duties [1,2,3].

It is very important to spend a balanced life. In past [4,5] man was considered as king of the house and women was considered as home maker but today these concepts have changed. Today females work and balance their duties at the same time. Both men and women have equal responsibility in work and family and have equal rights. In order to balance work and family, the women have to plan their career efficiently. The balances include the priorities fixing by occupational women, to give sufficient time to family, awareness of current affairs and the environment, know about the latest technology, improving self-performance. The women of Kashmir have always experienced disadvantage relative to men. Social, cultural and religious factors have reduced the number of occupational women. Throughout the history of Kashmir, Muslim women have suffered restrictions due to the misconceptions of Islam. Women are brought up to believe they should stay within the four walls of their homes and avoid any contact with men they are not related to. These misconceptions are still applied in the society, and women, particularly occupational women, face a lot of problems. Much has changed in the last ten years, but even in urban areas, when a woman travels to work, she must still be ready for stares and rude remarks from strangers. Many employers prefer women for certain jobs, since they are thought of as an

expected to be obedient and competitive. Still, most people simply assume that occupational women do not possess good characters. The major problems of the occupational women face are traditional rules and restrictions on their employment and how to minimize such problems. Through a series of interviews, questionnaires, women explained how they handle their problems, how they are being accepted by the society.

II. LITERATURE REVIEW

The process of reading, analyzing, evaluating, and summarizing scholarly materials about a specific topic. The results of a literature review may be compiled in a report or they may serve as part of a research article, thesis, or grant proposal.

Das Divya 2010 [1] in her article work life balance of women professionals edited in Advance in management monthly journal illustrated the current workplace conditions and some of the reasons causing imbalances in work and life. The article covers the life of working women and the hazards and problems they face at work and in family life. Factor analysis was performed on the survey and it was found that two factors, namely psychological and cognitive factor and organizational climate factor are the causes of work life imbalances among women workers. The book covers a very intelligent conclusion which recommends that organizations may use the insights to mitigate voluntary turnover among women employees and increase the workforce diversity.

Prasad Narendra 2007 [1] in his book “Women and Development” explained the importance of women employees at various levels. The book covers all aspects of women employees. It has elaborated that the progress of the nation depends upon the treatment given to its women. It has stated that if we develop the intellect of our Indian women in all fields, then in future our Indian women will be ideal women of the world.

Mahapatra Subhasini 2006 [6] in her book “Status of Women towards Empowerment” has given an idea about critical and pathetic route of women employees’ life all over the globe. The book covers significant views of eminent personalities of women employees. It has elaborated the crucial role of women employees in the development of our society.

Banerjee Shruti 2005 [8] in her book “Role of Women in Development sector” explained that investing in women’s

progress instead of in man's affairs leads to proportionately greater development. The book covers several sections which stated, the various roles performed by women in her life, which makes her more perfect and comfortable at work place. The book also covers reports of World Bank expert panel stressed that whenever the domestic are under control of women, they are more economically and rationally managed. Pillai Kothari Jaya 2003 [10] in her book "Women and Empowerment" have emphasized that women have to empower by themselves. It has explained that women should realize the reasons of inequality of women in all sectors and should take strong action to change their status. The book covers several sections which include the problems of women employees. Pillai Jaya has given a very meaningful contribution towards women employees and intelligent conclusions on the same.

Chauhan Poonam 2003 in her book [12,13] "Status of Women in India" explained the fundamental rights of women employees with practical application and implication. The book covers several articles on provision for women and children. It has stated that development of any economy is badly affected due to gender differentiation. The book elaborates the treatment of both the sex and its negative impact on the performance of women employees at work place.

III. METHODOLOGY

The present study will be carried out in Rawlakot in 2015-165 by using Sociological tools and techniques. Researcher chose the Chhota Gala area of Rawalakot. Keeping in consideration the literate women, all the questions are multiple choices.

IV. RESULTS AND DISCUSSIONS

4.1 Kinds of problem face Occupational women

Sr. No	Options	Frequency	Percentage %
1	Work problem	10	20
2	Family conflict	34	68
3	No Time for rest	6	12
	Total	50	100

The table 4.1 shows that occupational women problems at public and private sphere also the problems like heavy work both at work place and at home, family conflicts and no time for rest. This table shows that occupational women who face family conflicts are in greater number and represents 68% of the total occupational women. These conflicts include the conflict between work and her husband, occupational women and other family members because she cannot complete her house hold work. According to the table 20% of the occupational women have a lot of work to do. And only 10% of occupational women have no time to rest. So this table proves that most correspondents face family conflicts about their job. So the women, who work, have no time to rest. That is why they have health problems like tiredness, headache, and hypertension. She suffers a lot of problems during her job. So the majority of occupational women face family conflicts.

4.2 Facing in house management when you are at work

S. No	Options	Frequency	Percentage %
1	Yes	40	80
2	No	10	20
	Total	50	100

The table 4.2 shows that 80% occupational women have difficulty to carry out house responsibility because they spend most of their time in the field and they have a lack of time. When they come back from work they feel much tired with whole day work and feel very hard to manage their house responsibilities and 20% occupational women have no difficulty to manage their house work because they make time table for their all activities. With this they can easily manage their work and house responsibilities very efficiently. So, mostly the occupational women have lot of difficulty to carry out their house responsibilities and all other deeds.

4.3 Support from family to occupational women

S. No	Options	Frequency	Percentage %
1	Yes	39	78
2	No	11	22
	Total	50	100

The table 4.3 shows occupational women need support during their job to perform their duties well. Without the support of their husband, in-laws, their brothers and sisters they cannot do work properly. Most of the occupational women have extra support from their family members. According to this table 22% occupational women do not have any extra support from family and face difficulty in managing house and job simultaneously. 78% occupational women have extra support from their family who have joint family system. So the majority of occupational women have extra support from family and work more confidently, more attentively, than other women that do not have any support from their family. So with the help of family occupational women can play a role in development of society. And she can live a peaceful, comfortable, and happy life with her family and play a vital role in socialization of the children. The majority of occupational women who have joint family system have support from their family.

4.4 Occupational women problem in family care

S. No	Options	Frequency	Percentage %
1	Yes	41	82
2	No	9	18
	Total	50	100

The table 4.4 shows that occupational women face a big problem of looking after their family that is their moral and religious duty. During job they cannot pay attention to their parents, in-laws, their children, relatives and specially their husbands. Due to this problem, sometimes this problem results in spoiling the future of her children, disputes that results in separation of their parents or even divorce. According to this table 82 % occupational women face difficulty to look after their family during their job and only 18 % occupational women do not face difficulty to look after their family either due to family support or due to strong back ground. So this table shows that most of the occupational women face difficulty to look after their family members.

4.5 Permission of work out of city

S. No	Options	Frequency	Percentage
1	Yes	10	20
2	No	40	80
	Total	50	100

The table 4.5 shows that occupational women have to travel several miles to their working place. Sometimes occupational women are transferred from their home station to far off place or out of city that is too difficult to manage home, family and job at the same time. Mostly occupational women are not permitted to do job out of city that is a big hurdle in their achievements because sometimes they have great opportunities to prove themselves out of city than on home station. As this table shows that 80% of occupational women are not permitted to work out of city. So they work in home station by force with less salary and without any chance to progress. They spend their whole lives but cannot show progress. Only 20% occupational women are permitted to work out of their city. These women promoted and showed good progress with the time. They have re opportunity and good salary package. So one hurdle in development is to work out of home station. This table shows that majority of occupational women have no permission for doing work out of city.

4.6 Laws, supporting occupational women

S. No	Options	Frequency	Percentage %
1	Yes	10	20
2	No	40	80
	Total	50	100

The table 4.6 shows that 20% occupational women are supported by law. The people who have sound background are strong in the society. So law support them and 80% occupational women are not supported by because they do not have their basic rights. They are poor so society can't give them right to move freely and law also does not support such people. According to them law and people of higher status ignore them and their rights. They only support the people who are famous in the society. The majority of respondents face difficulties because laws are not supporting in our society. Law also does not support/protect the occupational women because law protectors take bribe to help them. They have no recourses to find out help from law. So, mostly laws do not support them.

4.7 Occupational women's problem in house management

Sr. No	Options	Frequency	Percentage %
1	Yes	40	80
2	No	10	20
	Total	50	100

The table 4.7 shows that during job, women face many problems at public and private sphere. One of these problems is house management. This table shows that occupational women face house management problems during their job. According to the table 80% of the occupational women face house management problems while 20% of occupational women do not face any problem during their job. It proves that mostly occupational women have problems in managing house and job together but occupational women do not lose their heart and continue their struggle and work hard to maintain job as well as their house responsibility patiently. Some of occupational women have no problems in house management because they are paid well and can afford a house maid and some have no problem because some family member cooperate them like mother-in-law. The majority of occupational women face house management problems during work.

4.8 Occupational women have extra support from family members or husband

S. No	Options	Frequency	Percentage %
1	Yes	12	24
2	No	38	76
	Total	50	100

The table 4.8 shows that occupational women face many problems out of which the major problem that women face is the cooperation from their family members either their parents, sisters, brothers, in-laws, and specially her husband. This support helps in encouraging the occupational women to work efficiently. As this table shows that 76% of occupational women who live separate family system do not have any support from their families. They have only some support of their husband. That makes their job more tough and hard. They become more sensitive and depressed. If they will be supported they can live with calm .And only 24% occupational women are supported by their family. These are the women that can play a major role in country development and show fruitful results in every discipline of life. So we can conclude that the occupational women who are supported are less in numbers. Mostly occupational women who live in separate family system have no support from other family members.

4.9 Occupational women problem in caring their children

Sr. No	Options	Frequency	Percentage %
1	Yes	40	80
2	No	10	20
	Total	50	100

The table 4.9 shows that 80% occupational women face problems in house management and children's care by doing job. It becomes very difficult to manage their house and job properly. Some occupational women have children and they need to care for them by giving them time and care for their good health which they cannot do during work. Here in Chhota Gala and Rawalakot there are no day care centres where they could keep their children for better care when they are at work. This type of women faces lot of problems in maintaining house management and work. 20% occupational women can manage it because they have joint family and their family take cares for their children and do household works when they are at job. This type of women does not face any problems in care of their children. So, the majority of occupational women face lot of house management problems.

4.10 Difficulty in managing house work and job

S. No	Options	Frequency	Percentage %
1	Yes	10	20
2	No	40	80
	Total	50	100

The table 4.10 shows that 80% occupational women have difficulty in managing house with job. It depends on job timing, job nature and long distance how they manage their house and job in a very short time while 20% occupational women have no difficulty because of their high income they take help from servants and easily manage their house and job properly. So the majority of occupational women have difficulty in managing house works and their job.

4.11 Have time spent with family

S. No	Options	Frequency	Percentage %
1	Yes	8	16
2	No	42	84
	Total	50	100

The table shows 4.11 that 84% occupational women do not spend time with family because they have much burden of their work and don't have time to spend with their family. They can't give or take attention of their family and 16% occupational women spend time with their family and take attention of their family, they balance their job and family. So the majority of occupational women have no time for their family.

4.12 Occupational women have time for herself

S. No	Options	Frequency	Percentage %
1	Yes	33	66
2	No	17	34
	Total	50	100

The table 4.12 shows that 60% occupational women have time for herself because they make a time table for every day so they are punctual and give time to their self and how to manage work and time for herself and 34% occupational women have no time for herself. So the majority of occupational women have time for their self because they have to manage their work and their home. They have not sufficient time for rest. So, mostly occupational women fell ill due to over work.

4.13 Occupational women problems out of city

S. No	Options	Frequency	Percentage %
1	Security	12	24
2	Transport	20	40
3	Society behaviour	15	30
4	Others	3	6
	Total	50	100

The table 4.13 shows that 40% occupational women who work out of city face transport problems because in Rawalakot transport is not available 24 hours. That is why they face such type of problems. They become late and do not reach offices on time cause of this they face bad behaviour of their seniors. 24% occupational women face security problems when they go in field or work then some ill-mannered people teas them, give bad comment on them, call different names and create problems in their work. Due to this they feel insecure in our society.30% occupational women facing bad social behaviour because dominant people have rough behaviour with them and do not understand their work and efforts. 6% occupational women feel secure on work. They say people do this and talk by their habit. The majority of occupational women face transport problem out of city.

6.1.14 Behaviour of driver and conductor with occupational women

S. No	Options	Frequency	Percentage %
1	Respective	10	20
2	Normal	10	20
3	Ill manner	30	60
	Total	50	100

The table 6.1.14 shows that 10% occupational women face the normal behaviour with drivers and conductors; they concentrate on their work and ignore the behaviour of drivers and conductors. 60% occupational women face ill-mannered behaviour because some innocent women face such problems.

Their mind is always busy in their work and face problems and only 20% occupational women face good behaviour. So the majority of occupational women face bad behaviour of driver and conductors during their job because they are not qualified and behave ill-mannerly. So they do not give them respect. The majority of occupational women face ill-mannered behaviour of drivers and conductors when going on work.

4.15 Occupational women face problem during job

S. No	Options	Frequency	Percentage %
1	Bad Behaviour	35	70
2	Transport problem	10	20
3	Long travel	5	10
	Total	50	100

The table 4.15 shows that 70% occupational women face bad behaviour of administration because administrators show them that they have authority to order them and they threat them with bad behaviour. And 20% occupational women face transporting problems to reach job place on time because transport is not available 24 hours. They need transport facility to reach at their work place on time. 10% occupational women face difficulty due to the non-availability of transport on time and some say they do not want to do job out of city after long journey. Table shows that the majority of occupational women face transport problems in Rawalakot.

4.15.1 Which types of bad behaviour you face at work place

Sr. No	Options	Frequency	Percentage %
1	Teasing	10	28
2	Abusing	20	57
3	Calling Bad Names	05	15
	Total	35	100

The table 4.15.1 shows that 28% occupational women have problems in their work. Some bad people teas them at their work place or when going to work or at bus stations. And 57% occupational women face the bad abusing of ill-mannered people like drivers and conductors and other bad people of streets. Some ill-mannered and bad people also call them bad names in field or on the way of work. 15% occupational women face this type of bad behaviour of people who call them bad names. So the majority of occupational women face abusing and bad behaviour of people who call them bad names.

4.16 Occupational women harassment at work place

S. No	Options	Frequency	Percentage %
1	Yes	17	34
2	No	33	66
	Total	50	100

The table 4.16 shows that 34% occupational women have harassment on work. Some people say that they face mental harassment and some say they face sexual harassment on their work. 66% occupational women have no harassment at work place because their working place is friendly and civilized they giving them respect and give them good environment at work place. So the majority of occupational women have no harassment at work place because they have good staff and work with educated people.

4.17 you face sexual harassment at work place

S. No	Options	Frequency	Percentage %
1	Yes	18	36
2	No	32	64
	Total	50	100

The table 4.17 show that 18% occupational women face sexual harassment problems at their work place. It depends on their job nature what type of their job, e.i day job or night job and how their staffs support them and give them respect. In our society it is very difficult for women do night job they facing much sexual harassment like nurses doing night job and some occupational women do job out of city. Some bad people do bad type of talk with them and they feel insecure. 64% occupational women do not face sexual harassment because their job nature is good mostly they are teachers and some are occupational in banking sectors and go home on time. They work at day time and with educated staff. That is why they do not face that type of problems. The majority of occupational women do not facing sexual harassment problem.

4.18 you face mental harassment at work place

S. No	Options	Frequency	Percentage %
1	Yes	30	60
2	No	20	40
	Total	50	100

The table 4.18 show that 60% occupational women face mental harassment problems because their staff is not cooperative with them, they say that their supervisors their boss call them in offices again and again and try to free talk with them out of topic not related to their work. Some pressurize them for coming late and for other small mistakes and give them lot of work so that they could teas them. 40% occupational women do not face mental harassment problems because their staffs are good and cooperative with them they share their work and understand their problems. So the majority of occupational women face mental harassment problems at work place.

4.19 Occupational women’s children participate in social events

S. No	Options	Frequency	Percentage %
1	Participation	30	60
2	No participation	20	40
	Total	50	100

The table 4.19 shows that 60% children of occupational women participate in social events of society because their parents are educated and they want that their children should participate in every social event. Of this their children build confidence on higher level. They give time and attention to their children and prepare them to participate in events. 40% children of occupational women do not participate in social events it is because of their parent’s attention especially mothers will whom children are very much attached that is why occupational women have a bad effect on their children. The majority of occupational women children participate in social events.

4.20 Officers support and cooperation at work place

S. No	Options	Frequency	Percentage %
1	Yes	35	70
2	No	10	20
3	Normal	5	10
	Total	50	100

The table 4.20 shows that 70% officers are cooperative with occupational women because they understand the problems of their staff. They work in friendly environment and appreciate their work. 10% of the staff cooperates with them normally. They mind their own business. They don’t create problems for themselves and 20% officers are not cooperative. They have rough behaviour with others. They are always harsh with others and create problems for others. So the majority occupational women say that their staff is cooperative with them.

V. CONCLUSION

Above studies revealed that in our community occupational woman faces lot of problems. The most significant are transport problems as this area is highly hilly, secondly in management of official work, transport problem to reach at work on time, time for their family, woman faces lot of problems because it is very difficult to properly manage house as well as official work.

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