

## BARRIERS IN GETTING FIRST JOB; AN EXPLORATORY STUDY IN CONTEXT OF FRESH BUSINESS GRADUATES IN PAKISTAN

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**ABSTRACT :** *The main purpose of this study was to analyze and explore the barriers faced by females in getting their first job in government education sector and a number of conclusion have drawn like mostly the females have to face family, society restrictions and secondly, lack of opportunities and corruption in this sector also disturb them. The face to face interview procedure was used to collect data because it is a best way of gathering rich information and generation of theory. It is analyzed that females have to face almost same kinds of problem in private and government sectors but in education sector they suffer less because teaching recognized as a best profession for females in Pakistan. There is a need to eliminate these prevailing evils in education sector for the development of society and nation. In this regard, government should play their role by providing maximum opportunities for females*

### INTRODUCTION

God created human beings to build life. Islam gave equal rights to men and women. Hence, Islam opened the door for women to help and support men in all the fields of struggle in life. Women also are equally responsible for sustaining development of the society. Men and women have vast areas to conquer. So, out of the character of the father and mother specifically they also have to perform absolutely different functions. Woman has the potential to build a society if she wishes or harm it if she so desires. It depends upon the direction of her energies.

Education plays a basic role in development of society. It raises creativity and productivity of people and also plays a beneficial role in economic and social development. Women having higher education play very significant role in economic development. Women not only performed their duties at home but also work with men for social and economic prosperity. In this men's dominant society, they has to wade through different problems. So, entering in a professional field is not an easy task for females and in this way they have to face many obstacles and hurdles as compared to males. The barriers in the way of females discouraged them and they feel they have to leave work place which plays a negative role in economic development. Facilitate and support women at work place is very important for their self esteem, confidence, and also for gaining a best output from them.

The purpose of this study is to explore barriers faced by females in getting first job (A study in context of fresh female graduates). In order to explore difficulties faced by female graduates; there was a need to conduct research. For this purpose, we looked for research papers and studied number of determinants or factors that female has to face in getting their first job after graduation. Some of them were very common like family consent, domestic barriers, professional and social obstacles. Other researchers researched on this topic in different sectors but the significance of our study is

that we choose female teachers of government education sector in Pakistan as a sample for exploring obstacles they faced in getting a job. There was nobody who researched on it before. Our study had a significance role in numbers of ways; it determined the female's importance in development of society, sustaining economic growth and increasing productivity. It will also play a vital role to brought change in family and society attitude towards female employees. It will helps in realizing the government to make policies to facilitate the females without focusing on existing gender conflicts. The main objective of this study was to determine and analyze the barriers faced by females in getting first job. The sub objectives was to determine the relationship between barriers faced by females in getting first job and role of family, society, gender biasness, and off course their personal competencies.

### Background

The researcher recognized the role of females in sustaining economic development that role of women changing throughout the world. The role of females changing at a phenomenal rate from professional, political to structure of the personality.

Several studies found factors and constraints affecting labor force participation of post graduated women in Pakistan [1]. They explored the hurdles and obstacles faced by women both demand and supply side in Pakistan due to their low status in society as compared to male and low access to decision making .They said that education plays dynamic role in human capital formation and sustaining economic growth. They conducted survey based on primary data collected from Bahauddin Zakkaria University, Multan. Detailed information was collected by sending questionnaire by registered post mail and 194 filled questionnaires received which were used as sample for empirical analysis. Logit model used for empirical analysis. They stated number of factors that determines the labor participation like father and mother education, number of children's, family income, occupation of father and husband, number of male adults at

home, income from other sources, job facilities and other social factors. They concluded that labor participation of women plays important role in developing and sustaining economic growth in countries like Pakistan but due to some demographic and social obstacles their participation in labor market are very low as compared to developed countries. They suggested that economic development policies should be implemented without gender biasness and government should provide facilities for women's participation in labor market and also there is an ardent need to bring change in family and society attitude towards female labor participation.

Another research on the investigation and comparison of the level of Isfahan university female and male graduates' unemployment with that of their emotional/mental health in 2009 [2]. He argued that education, research and application are important determinants of society and illiterate society can be pointed out for many dark spots of human history, especially for women. Therefore, education would be available in all over the world, without taken into consideration any kind of gender, color and economic background discrimination for future's prosperity. Females has to face many religious, cultural and racial hurdles in the road of education. So, these problems left a great influence on their mental health and they cannot functioned properly as required and for this reason they were the last to be hired and the first to be fired. The population of the study includes all the BA graduates from Isfahan University of whom 100 have been randomly selected and used General Health Questionnaire for collection of data. Women's are not permitted for Jobs on distance. It is not easy task for women to prove their values and utilize their education training in this stereotypical circumstance. However the problem of unemployment guided away many active participants from their responsibilities and their mental health disturbed. He concluded that as compared to men females' physical health greatly influenced by unemployment because they have to spend much time in four wall cell and less opportunity for enjoyment. He suggested that private institutions should play their role in raising production and old workers be replaced by young's.

Conducting research on Beyond "Opting Out:" Dissecting the Barriers Affecting Women's Entrance and Success in Business. Opting out" leave the work place by females because they have a strong desire to fulfill family responsibilities like child care. Mostly females leave the job voluntarily because they have a strong urge to raise their children. life partner career demand, elder care, male dominant society, low income, family relocation, time intensive schedules, low position and lack of opportunity, lack of female role models, glass ceiling, social and cultural stereotypes are those determinants which are highly responsible for women non-linear career path. They focused that these factors other than opting out can be the big cause of leaving the job and often women leave the job not because they want to leave but rather they feel they have to leave. They collected data by taking interviews of seventeen senior human resource executives of Major Corporation in banking, textiles and retails sector and small business owners in order to know about their views of women opting in and opting out.

They concluded that opting out and opting in is a more complex issue and there is a need for further study on these issues. They recommended that if organizations want to utilize female human capital they have to work to eliminate the hurdles faced by females

Furthermore, another research Conducted on Barriers to Participation of Women in Technological Education and the Role of Distance Education, The Commonwealth of Learning, 1995 [3]. He stated in his article that females have to face different kinds of barriers and one of that is labor market discrimination. Females not only hired less but also pay less for equal work as compared to men. Females get lower grades of post even if they were equally or better qualified at the time of Raj's survey in 1982. According to UNESCO study in Pakistan, other than female's doctors and scientists, females paid less in engineering and teaching as compared to their male counterparts providing them friendly work environment.

Researchers investigate and support above argument [4] through conducting study on Women Engineers in India. They discussed the findings of two extensive studies on women engineers in India using data on enrolment in engineering colleges; out-turn job opportunities, career status and other factors. They focused that despite the recognition of women contribution in economy and society their participation in many fields unsatisfactory. They used closed ended questionnaire to gather information from engineer women's and employer. 2,753 responses were received from women engineers in the first study, and 1,020 responses in the second study. As far as the employers were concerned, a total of 129 responses from 104 organizations were received in the second study. Of the 129 respondents, 112 were men and 17 were women executives. All the responses were entered in suitable databases and analyzed. They stated that getting the first job after graduation (BE, BTech, BSc (Engg)) is a main obstacle in the career path of women engineers because of high percentage unemployment. They find that Women had to face different barriers like Lack of opportunities, reluctance of employers, experience, family issues, relocation particularly for married women, language difficulty, lack of confidence and awareness, lack of financial incentives, working environment and one main question that every interviewer asked to females What will you do when you get married? They suggested some recommendation under four broad headings: organizational provisions and policies, physical facilities, awareness programs and miscellaneous suggestions. They concluded that raising women's participation in engineering profession is admirable and change in social values is difficult task. Society will take time to accept the women participation in engineering. Moreover, another research on Gender Differences in Pay and they focused on the gender pay gap [5]. They stated that majority of women leave labor force due to family issues and it may be the common barrier for them to get higher level in work. Women particularly focused on jobs of clerical and services nature. Mostly, women employed in traditionally female professions, like nurse, school teacher, librarian, dietitian and minimum number of them get higher level in job hierarchy like managers and CEO. As compared to male, females tend to be relatively low paying. They argued that it noticed that

women working life usually short and unstructured, having less experience, differences in qualifications and get fewer incentives to invest in market-oriented formal education and on-the-job training. By performing her duty at home and also in office influence their productivity and wages. Women do not give priority which required maximum investment in skills. Investing large to skills is prove beneficiary for an enterprise, because employer get returns as long as employee remain with a company. So, employers feel reluctant to hire a women. Labor market discrimination is another factor of women’s low wages and occupation. Discriminatory tastes of employers, co-workers, or customers may be the cause of rejection of women. So, the main reasons of gender pay gap are gender differences in measured characteristics, and the other due to discrimination. They concluded that women primary function is still to fulfill family and childcare responsibility but with the passage of time trends are changing. They recommended that such policies should be promoted in long run which makes it easier for women to combine work and family and men also should take part in house work.

In addition research on Perceived Barriers to Education and Career: Ethnic and Gender Differences found that women have to perceived barriers like child rearing, gender discrimination, family and social issues, femininity concerns, limited education, study skills, finance, experience and opportunities and racial discrimination in career development [6]. As women’s of Africa and America education and participation in labor market increases,

Expectation also shift which considered a factor of increasing stress level and conflicts. In this study, ethnic and gender differences in perceived educational and career barriers were investigated in a sample of 1139 Mexican-American and Euro-American high school juniors and seniors and using MANOVA and ANOVA procedures for analysis. He concluded that women influenced by ethnic and gender differences in perceived barriers to educational and career goals as compared to men and they have to faced more barriers in participation as compared to men.

Many studies related to career barriers inventories found and distinguished two major categories of barriers: internal conflicts (e.g., self-concept, motivation to achieve) and external frustrations (e.g., discrimination in the workplace, wages) [7,8,9].

**METHODOLOGY**

For the purpose of this study 2 government schools situated in District Kasure were selected. Because our main concern was to explore the barriers faced by fresh female graduates in getting first job so, we focused on females lived in rural areas for conducting this study because they have to suffer more as compared to developed areas females. The government education sector was chosen because it is prominent, flourishing sector and has been under –gone dynamic development with the passage of time. Interpretivism paradigm was used to explore deeply on a desired topic. In research, interpretive paradigm is a best way for exploring deep insights and there exists a close relationship between researcher and subject. For a collection of qualitative data and understanding of meaning inductive process used. As the

current study examines the barriers faced by females in getting first job, semi-structured interviews were used to collect data. In the interviews, interviewee was asked to share their experiences. Data was collected in text form by using qualitative approach. All interviews conducted face to face, ranging in length from 10 to 15 minutes. All interviews were tape recorded and transcribed. The interviews transcripts were analyzed by using thematic analysis. We used cross-sectional research design for conducting this study. Females of government education sector were chosen for exploring barriers in getting their first job. The 2 government schools situated in kot radha kishan (Kasure) were selected for collection of data. A sample of 10 teachers was selected for analyzing circumstances they suffered from. The sample included teachers have a one or two years experience. The selection of interviewee were based on specific criteria as shown in table 1. Open ended questionnaires and face to face interviews were used as a tool of data collection because face to face interviews considered as a best tool for in-depth analysis and gathering rich information.

**Table1. Demographic Details Of The Sample Interviewees**

<b>Area</b>	District Kasure
<b>Gender</b>	Female
<b>Age</b>	25 plus
<b>Job tenure</b>	Minimum 2years
<b>Position in organization</b>	Teacher
<b>Organization type</b>	Government school

**RESULT & ANALYSIS**

At the beginning of this research paper it was argued that participation of women in economic development recognized by researchers but they are restricted to utilize their skills and abilities mostly. Especially in Asian countries they have to face different problems as they have no right to make decisions but to follow others decision. The main purpose of our research is to explore the barriers faced by females before entered in government education sector. For this purpose we took interviews of 2 government school teachers for gathering information. We asked them to share hurdles which you faced for getting this post. The data that we collected from interviewees, after analyzing we got following results:

**Family support**

As we said before, that females in Asian countries have to depend on their family and due to close attachment of people with their cultural and ethical values especially in case of females they preferred to kept females in homes and restricted strictly from interaction with outsiders.

In education sector, situation is entirely different. Teaching considered most respectable profession in developing countries like Pakistan because in teaching profession females do not need to deal with males so family support their daughters if they choose teaching as a profession. During interview we asked why it is important for you to do a job so one interviewee said that

"It is better to utilize their abilities rather than to stay at home."

Family mostly restricted females to do a job but it has analyzed that female do not have to face more restrictions when they try to come in teaching line. One respondent stated that

"In Asian countries, parents feel that their daughters are secure in teaching field and they do not want that their daughters worked with males .In teaching field they have to deal with females so, parents preferred job of teaching."

Another respondent had said

"Because most important thing for parents is the safety and security of their daughters and they believed that females should not work with men. So, profession of teaching fulfills their conditions."

### **Lack of opportunities**

If parents permitted than there must be sufficient opportunities exist for females .We asked from respondents did they have to face problem of lack of opportunities. One said that

"Yes lacks of opportunity problem exist in Pakistan. When I applied for a job then there was 300 vacant seats and 2000 applicants, but thanks to GOD that I selected".

Another respondent said that

"No I don't think opportunities are equal. But salary that government offers to us cannot meet our requirement when we have to go in rural areas we have.

One said that

"Yes this problem I have to face I am not satisfied from my designation. There is lack of opportunities Masters level teachers enforced to teach at primary level which is discouraging."

### **Corruption**

Corruption is the main cause of disaster of Pakistan economy and the government sectors are full of corrupt people.

Whether it would be private or government sector corruption prevailing in all sectors but the government sectors notorious for corruption. The education sector is also not free from this evil. Corruption also exists in education sector. Many respondents said that management and administration is corrupt. Jobs given to those who don't deserve .Highly qualified respondents don't get job of their interest.

One respondent said that

"No, I don't face actually but I observe in many important departments it exists."

Another said that

"When first interview was conducted there were some sort of corruption in merit lists they had not included my marks and I complaint to them, on my request they included my marks mean there were corruption in lists."

The other one said

"Yes I have faced when I applied for this job it was canceled because of corruption and again I had to apply, and these is lake of vacancies because old teachers do not let jobs they consider that seats are their personal property that's why new graduates have to go to far of places or in villages, only small no. of new graduates are doing jobs in city but most of them have to go to villages and they have to face problems I also have been doing job in village for 6 years and I have to go by local transport and mostly there was problem of shortage of

CNG gas and we have to wait for other transport for a long time."

### **JOBS AT DISTANCE**

In teaching profession, teachers appointed in different villages and cities in result of which teachers have to travel from one place to another. In this situation females have to suffer more and friendly behavior of family change towards female's job. Travelling is the main problem which discussed by every interviewee.

One interviewee said

"Personal problem like if you have to work at that place which is 18 km at distance from your home and there is no better way to reach on time."

We asked from one candidate If you transfer to village or to another city your parents will allow you to do there? She replied

"No they will not... it will be hurdle for me, may be my mother allow me but my father will not. Alhamdulillah my parents support me but I have problems from society side because of insecurity. "

### **KSA, Qualification and degree recognition related barriers**

We asked from interviewees that to what extent qualification and degree recognition matter? We get different answers.

"Old teachers who are metric pas are doing jobs at 14 scale and we the graduate teachers are doing job at 9 scale the problem is that we are graduates and at 9 scale."

"No... My degree competed to job requirements. Now a day there is demand of computer knowledge but at that time it was not demanded, but to get permission I feel it should be."

"No, I don't face but this effect in getting job."

### **SOCIAL ISSUES**

Females have to face social evils and different respondents respond differently.

One said that

"Society had no much effect management effects more."

"I don't face social problem because I am local residents of this town but job at distance can create problem. The talented people transferred or appointed from one district to another even seats are vacant."

"I have to face Security problem when I have to travel in public transport."

### **DISCUSSION**

The main purpose of this article is to explore the barriers faced by fresh female graduates in getting their first job. Females in Asian countries like Pakistan no doubt considered most respectable as compared to Europe. Islam also laid a great stress on to fulfill the rights of women, and they are free to use their skills and abilities in a right direction.

Research has proven that women are more hard working and responsible and they meet their responsibilities more sincerely as compared to male counterparts ,In Asia, women who performing their duties at home considered more respectable and generous rather than who worked in outside.

In literature review, we summarized the work of different researchers in which they explore different hurdles faced by females in getting their first job. They explore difficulties of females when they try to enter in corporate sector, labor

market, and male dominating fields. The most common obstacles that they explore were family, society and cultural stereotypes, lack of opportunities and incentives. Problem of gender discrimination also stated as a main problem especially in male dominating fields. The government education sector, we choose to explore the factors affecting females in the way of getting a job. The profession of teacher understood as a best profession for females especially in Asia. People usually preferred to do a government job because of multiple benefits associated with it. In case, a female get job in government education sector most admirable but it is not so easy to attain. They have to suffer different problems in government sector too. These may be less compared to obstacles handled by females in corporate sector or male dominating fields but they exist. There was not satisfactory work done on this topic. We got number of variables which become a hurdle in way of female's job. They are as follow:

#### **FAMILY SUPPORT**

By analyzing the data that we got from interviews we found that in government education sector females have to face minimum restrictions from family side because in teaching line parents feel that their daughters remain secure and safe. The main reason of giving confidence to their daughters is that in the teaching line females need at a minimum level to deal with males.

#### **Social issues**

The females have to face social evils like harassment and insecurity from society side and teachers are also the part of society so they have to face social evils.

#### **Dependence on Family**

Dependence on family is a hurdle for getting a job. Females have to depend on family in every matter of their life. They cannot make decision independently.

#### **Corruption and Bribery**

Corruption and bribery considered is the main issue in way of getting a teacher job.

#### **Jobs at Distance**

Jobs at distance and Transfer from one's own district to another is a big hurdle in getting a job

#### **Lack of Opportunities**

Jobs announced by government do not meet as desired by respondents. There was always a problem of lack of opportunities exists.

#### **Qualification AND Knowledge, skills and ability**

These factors are also obstacle for getting a job because these are the basic requirements for getting a job.

## **CONCLUSION**

Finally, it concluded that females have to face difficulties in education sector and as far as society progressed the attitude towards females job changed but they have to still suffer. The limitation of this study should be keep in mind like it deals with only one specific country, and considering sample size, it would be unwise to come to any definite conclusion regarding to topic of research in Pakistan. It is much essential to examine the other institution much more closely to develop a better understanding.

However, as a student's of Masters Level and due to limited resources, expertise and time we conduct research at a small level. Despite its various limitations, this research explore the number of difficulties existed in government education sector. This study raises further questions: How to create awareness in society regarding family and society attitude? How can government play its role to overcome these barriers? It suggested that there is a great need of improvement regarding barriers faced by females in education sector because females are the important part of society and contribute their maximum skills and abilities to increase productivity.

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