
**PROBLEMS FACED BY GRADUATE FEMALES IN CONTINUING THEIR
JOBS IN RURAL AREAS: A CASE STUDY OF HYDERABAD DISTRICT**

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ABSTRACT

In Pakistan, rural areas of the Sindh province are the most distressed areas regarding the graduate females who are working in all the public and private sectors. Females don't have their spoken sound or free opinion; even they are not given the right to choose and select anything regarding their profession. This research paper examines the difficulties of working graduate females in rural areas of the Hyderabad district. The quantitative research method was applied, and the survey was conducted through the research questionnaire depended upon the Likert scale 5.0. A sample of 100 working graduate females was selected from three public and private sectors as 50 school and college teachers, 10 Doctors, 15 health workers, and nurses, and 25 working graduate females from the banking sector using stratified random sampling.

Given outcomes of the research; The working females faced social, cultural, and domestic problems in the public and private sectors. Problems associated with nurses and banker graduates are facing long and unpredictable working hours, low social status, and no job recognition. Most respondents have no job security, receiving insufficient salaries, and facing gender discrimination. So, there is a need for a policy regarding working hours and there is a need to change the negative approaches of society through providing awareness programs on media.

Keywords: Graduate Female, Rural Area, Job Problems, Cultural Barriers

INTRODUCTION

A woman is an essential part of the developing process. No investment in the development of human capital may result in ignoring a country's female population. In the developing countries it's widely observed that graduate females are less in the ratio of working than

men. Being a graduate working woman is a huge benefit not only to herself but also to her family and the community (Khan, 2010).

Social and cultural values along with structural and institutional factors are the biggest barrier to graduate females in rural areas. Research findings from various social studies suggested that undergraduates working women offer a variety of benefits to society, including improved family health, lower mortality rates, higher family wage-earning power, and consequently, community development. Domestic violence rates are also significantly lower in women graduating families. However, there are challenges in continuing their job and getting further education. Some of the challenges women undergraduates face in pursuing their jobs and pursuing education are the same for men, but, in the case of women, the challenges are more complex and difficult to address, due to unusual customs and discrimination (Rutenberg & Washington, 2008).

Total Pakistan's female populace is assessed at 48.65%, the majority of whom live in rural areas of the country. There are still fewer opportunities for women in rural Pakistan. Associated by Labor Force Statistics (LFS) 2012-2013, it is evaluated that out of 180 million individuals, only 12.51 million Pakistani women of different ages are employed and have work or something to that effect. Only 4% of rural women have a bachelor's degree. According to the occupation > 30% of women are skilled agricultural and fishery workers and 53 % are in livestock and dairy producers. Professionals: a total of 3.3% (Finance Ministry, 2018). Women add to 49.6% of the world's population and to perform an essential part in every step of life, not only in developed but also in developing countries. The developing country like Pakistan is one of them, where the number of working graduate females are increasing day by day (Austen, 2014), but unfortunately many women who are graduates facing social, cultural, and domestic issues. Women graduates all over the world are facing a lot of issues and trusts inadequate resources and services made the situation worse. Duty times and situations have been a problem for all working graduate females in the world. Especially for women who are pursuing postgraduate training, this is a major problem that is affecting not only their family and social life but also their workplace performance. Most women find it complexes to balance their careers

and family life, both affecting each other in one way or another (Jabbar, Aziz & Zeb, 2011).

During previous days there were more or less artificial limitations for females but now females play an essential role in different sectors (like; Education, Health & Bank). During these days' females are playing the dual role of balancing family life as well as professional life, giving a boost to their societal status in the process. The major problems for working graduate females take place the dual responsibilities of the working females - domestic work as well as job (Aslam, 2003).

Historically, females have tolerated abuse, oppression, and domination by the male-dominant culture in Pakistani society and have confronted various issues and challenges. Females were educated to acknowledge their situation through the socializing process and that all laws and regulations made uniquely for females they will undoubtedly follow including their 'initials' Etiquette & customs. They are instructed to be dutiful spouses and sisters and to regard their older folks; habits are skilled to them, similar to how to walk, talk, sit, and work at home and lots of others (Pervez, 2015).

In decision making, the participation of Women is a significant and dynamic position which is restricted by serious socio-cultural barriers, because men imagine that females are not competent enough to make decent decisions. Females stood up to troubles all over through the world and these sorts of troubles are setting unambiguous. The composing on the problems and issues females confront at the working environment isn't fair obliged to female within the confounded segments, however, in expansion in formal affiliations as well as female keep trying the fulfillment of their families (Waweru, 2016).

In the olden time throughout the entire existence of human progress and improvement, females have been as important and significant in shaping history as males have become. In reality the work and the employment which female performed in society have high status and it is an important indicator for the national development and overall advancement (Aslam, 2003). Certainly, without the dynamic cooperation and contribution of females in national events, the nation's socio-economic and political progress will be weakened and become stale. But oddly and sadly, graduate female employees by and large do not pay attention to vary by their superiors, bosses, partners, colleagues, or society seriously. Finding a career is a

challenge because of women's family responsibilities (Shahnaz, 2012). There are some problems with working graduate females which affect their job duties and create problems in continuing their jobs in rural areas of Hyderabad District, like as:

- Socio-cultural Barriers,
- The problem of Gender-based discrimination/Inequality,
- The problem of Work-life balance (Ferdoos, 2005).

Problems of Working Graduate Females in Pakistan

The majority of the Asian nations, females tackling issues in different fields of life because of the men overwhelmed social orders. Their innovative, decision-making, and creative ideas don't matter; there is no significance of their dynamic, imaginative and inventive thoughts because they are considered weak. They are not allowed to work through their conservative-minded families. Women who work in society are also viewed negatively. They do not get the respect they deserve and since they are seen as weak. They are not allowed to work by their traditionalist viewpoint families. Society furthermore looks working women oppositely. They do not get the respect; they justify and Sexual introduction partition is the critical reason behind all the issues which females are going up against. In urban regions, when a lady commutes to work, she is stood up to looks by outsiders and damaging comments by the outsiders. Many employers choose women for specific jobs, women are estimated to be obedient, passive, but many men have a misconception about women (Hussain, 2008).

STATEMENT OF THE PROBLEM

This research study mainly emphasized on the challenges and threats confronted by graduate females working in different public and private organizations (i.e., Education, Health & Bank). This study also focuses on problems like; Socio-Cultural Barriers, Gender Inequality/Discrimination, Work-life balance, in rural areas of Hyderabad district.

OBJECTIVE OF THE STUDY

The major focus of this research paper is to investigate the problems of graduate females working in different public and private organizations (i.e., Education, Health & Bank):

1. To examine problems faced by graduate females in continuing their jobs in rural areas of Hyderabad district.

HYPOTHESIS OF THE STUDY

HO.1. There are no difficulties faced by graduate females in continuing their jobs in rural areas of Hyderabad district / Graduate females in rural Hyderabad does not face any problem in their jobs.

CONCEPTUAL FRAMEWORK

There are three main types of problems facing by Graduate females during continuing their jobs:

- i. Social problems
- ii. Cultural problems
- iii. Domestic problems

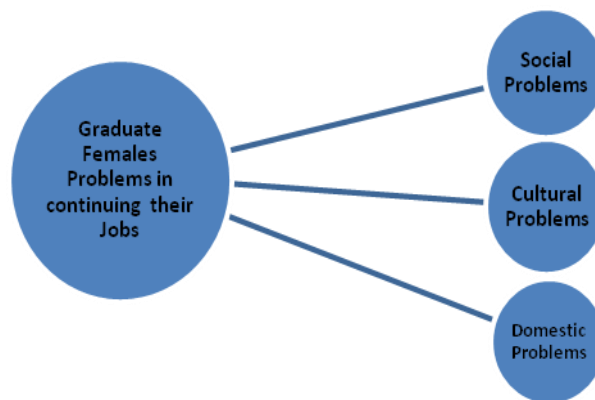


FIGURE-1 (CONCEPTUAL FRAMEWORK)

SIGNIFICANCE OF THE STUDY

1. This research study will help to comprehend the problems of graduate females in continuing their jobs in rural areas of the Hyderabad district.
2. This study will construct consciousness amongst the society about the same significance of male and female to advance the display status and safety of the graduate females working at different public and private sectors.
3. This research study can be beneficial for many public and private departments like education, health, and banking purpose, for examining problems of graduate females working in different organizations.

LITERATURE REVIEW

The review of literature is distributed into the conceptual understanding of the graduate females and their problems and comprised of the theoretical framework. Akhunzada, Khattak & Ashraf (2015), research studies indicated that social and cultural obstacles occur and hinder the empowerment of females in rural areas. This condition can be improved by making favorable social and cultural values for strengthening females by avoiding misinterpretation of education, jobs, decision-making power, and religion.

Gupta and Kumari (2014), indicated that working women do work outside by their households but they still have an elongated way to go traditionally, socially, and financially to being an ineffective attitudinal change in the thoughts and mindset of people. From history, females have been suffering victimized and tortured; physically, mentally & sexually. They are generally facing some hidden challenges like, safety and security issues, discriminations, sexual harassment, and mental stress, etc.

The balance of work-life of women employees has gotten a significant subject since today from men winning the family living and the livelihoods of men as a way of life are changing, in these days and age where the two people similarly share the obligation of gaining for the improvement of their family life. Work-life balance prescribes that work should not discourage distinctive things which are critical in individuals' lives, for example, quality time with their family, relaxation time or recreational works out, self-awareness and so forward. Altering these two occupations essentially won't bring approximately work-life adjust, nor will the putting aside of a comparable number of hours for each job lead to work-life adjust. The equality which shows up to be appropriate nowadays may show up to be wrong tomorrow, the idealized comparability exceptionally over the different periods of one's life i.e., before marriage, after marriage, with adolescents, when starting a proficient career or after retirement (Khoso, 2011).

Working females need change and are looking for help. According to the AFL-CIO survey results for increased salaries for all working women means increase development opportunities, protect economic security, expand health insurance, take care of children and care for the elderly. Build a strong voice with other benefits and working women and non-working women, and a higher deal in society will help them cope with psychological stress (Bradshaw, 2013).

THEORETICAL FRAMEWORK

Female is the core of human presence on this planet. She assumes a significant role in society, but their roles are rarely considered all over the world. The majority of poor females in the 21st century are household makers and producers. The main cause of this problem is illiteracy and it holds back females from earning their living. The absence of education with social conservatism not only worsens the problem but also makes it impossible and inconceivable for females to work outside. According to all these ideas, indicated that females have to stay at home, where they have little exposure. Females live in very wretched conditions, but time is changing quickly and hope is shining. It has been pointed out that education is essential for empowering females. Many NGOs and the administration from the government side are both are working for bringing the females out of this condition. They are empowering and encouraging females' work as well as helping them but also providing financial savings and financial assistance to achieve economically equivalent status in the general public (Gandhi, 2015).

Feminist Development Theories: The various approaches seen since the 1950s are: Welfare, Woman and Development (WAD), Women in Development (WID), Gender and Development (GAD). The ideas and speculations about females and development have their starting point and they originated in the 1950s and 1960s, and they were affected by other developmental ideas as well as feminism (Snyder Tadesi, 1995). These ideas and hypotheses can be divided into roughly two types: the theory in women's development (WID), custom dependent on modernization and liberal woman's rights, and speculations inside the strengthening or Gender and Development (GAD) structure. Even though there has been a moderately clear move from WID to GAD, these two methodologies are as yet obvious in inquiring about sexual orientation and advancement (Shafique, 2015).

RESEARCH METHODOLOGY

The purpose of this present research study was to recognize and discover the problems of graduate females in continuing their jobs in the rural areas of Hyderabad district, in this connection the opinion of graduate females in continuing their jobs were analyzed.

RESEARCH DESIGN

Descriptive research design was used to measure and investigate the current status, problems and challenges of graduate females' employees who are working in rural areas of Hyderabad District.

Method: The quantitative research method was applied, and the survey was conducted through the research questionnaire. (A survey is defined as, a technique of gathering information from the sample or respondents of the population or research).

Population: A population is an exact and distinct collection of individuals with the same features or traits. The population of the study was graduate females who are working in different public and private sectors in rural areas of Hyderabad district. Table#1 shows a description of the population.

TABLE-1
DESCRIPTION OF POPULATION ACCORDING TO THE
SECTOR WISE IN TALUKA RURAL HYDERABAD

Departments		Total No.
Public	Education	373
	Health	167
Private	Banks	92
Total		632

Source: SEMIS Census, 2018-19, Health Profile of Sindh, 2017-18,
<http://pakistanbanks.org/>

Sampling Frame: In this research study, each Female, who was a graduate and working in public & private sectors e.g. Education, Health and Banks as a Lecturer/Teacher, Doctor, Health Worker/Nurse and Banker were the member of the population and designated as the sample of the research study.

TABLE-2
SAMPLE SIZE FOR GIVEN POPULATION

Departments		Respondents
Public	Education	50
	Health	25
Private	Banks	25
Total		100

DATA COLLECTION

To collect the data, a research questionnaire (Likert scale 5.0) was developed by the researcher. In the procedure of data collection,

all graduate females working in three (3) sectors from the Education, Health and Banks in Taluka Hyderabad (Rural) visited by the researcher and distributed the questionnaire among the graduate females for data collection.

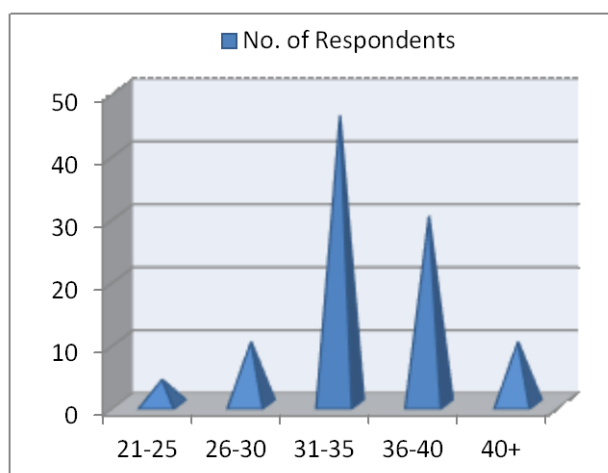
PRESENTATION AND ANALYSIS OF DATA

This part constituted the demographic data to indicated age, qualification, and profession of the respondents. It also highlighted the opinion of the graduate females working in public and private sectors about the problems and challenges in continuing their jobs in rural areas of the Hyderabad district.

TABLE-3
AGE OF THE RESPONDENTS

Age	Number of Respondents	Percentage %
21-25	4	4.0
26-30	10	10.0
31-35	46	46.0
36-40	30	30.0
40+	10	10.0
Total	100	100.0

FIGURE-2
AGE OF THE RESPONDENTS

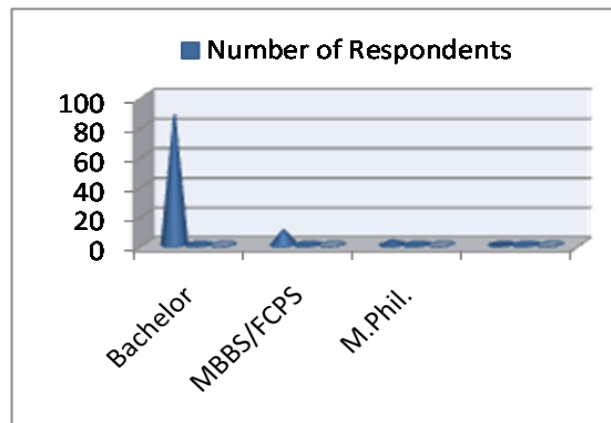


The data presented in Table No.3 & Fig.No.2 shown the frequency and percentage distribution about the age of the respondents in this regard there were 4% respondents belongs to the 21-25 age group, 10% were between 26-30 age group, 46% respondents were between 31-35, 30% were found in between 36-40 and 10% above 40+.

TABLE-4
QUALIFICATION OF THE RESPONDENTS

Qualification	Number of Respondents	Percentage %
BA/B.Sc./B. Com & MA/MBA/M. Com/MS.C	87	87.0
MBBS/FCPS	10	10.0
M.Phil.	3	3.0
Total	100	100.0

FIGURE-3
QUALIFICATION OF THE RESPONDENTS

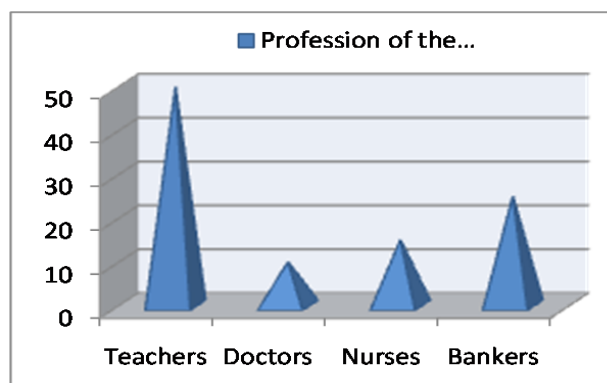


The data presented in Table No.4 & Fig.No.3 shown the frequency and percentage distribution of the qualification of the respondents in this regard there were 87% of respondents possess the BA/B.Sc./B. Com and MA/MBA/M. Com/M. Sc qualification, 10% respondents possess the MBBS/FCPS whereas 3% respondents possess the M.Phil.

TABLE-5
PROFESSION OF THE RESPONDENTS

Profession	Number of Respondents	Percentage %
Lecturers/Teachers	50	50.0
Doctors	10	10.0
Health Workers/Nurses	15	15.0
Bankers	25	25.0
Total	100	100.0

FIGURE-4
PROFESSION OF THE RESPONDENTS



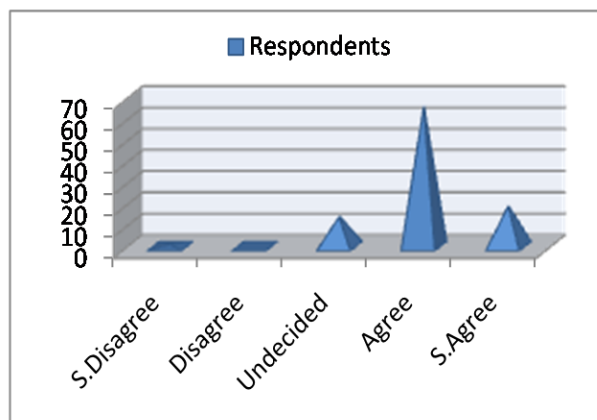
The data presented in Table No.5 & Fig.No.4 shown the frequency and percentage distribution about the profession of the respondents in this regard there were 50% of respondents were lecturers and teachers, 10% respondents were Doctors, 15% respondents were Health workers or nurses and 25% respondents were bankers.

Q.1 Working graduate females facing problems in continuing their job?

TABLE-6
FACING PROBLEMS BY FEMALES

Options	Respondents	Percent %
Strongly Disagree	1	1.0
Disagree	0	0.0
Undecided	14	14.0
Agree	66	66.0
Strongly Agree	19	19.0
Total	100	100.0

FIGURE-5
FACING PROBLEMS BY FEMALES



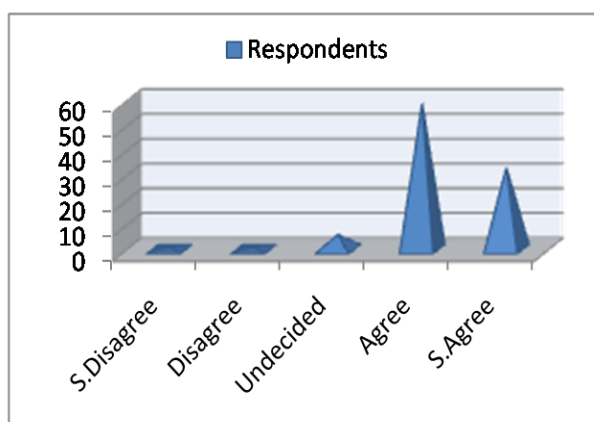
The data presented in Table No.6 and Fig.No.5 of Q.1 shown that out of 100 working graduate females, 1% **Strongly Disagreed** on the statement that the working graduate females facing problems in continuing their job, no any respondents **Disagreed** and 14% respondents were **undecided**, whereas 66% were **Agreed** to the given statement and 19% respondents were **Strongly agreed**.

Q.2 Society must give equal importance to men and women to improve the existing status and security of the females.

TABLE-7
EQUAL IMPORTANCE

Options	Respondents	Percent %
Strongly Disagree	3	3.0
Disagree	6	6.0
Undecided	6	6.0
Agree	25	25.0
Strongly Agree	60	60.0
Total	100	100.0

FIGURE-6
EQUAL IMPORTANCE



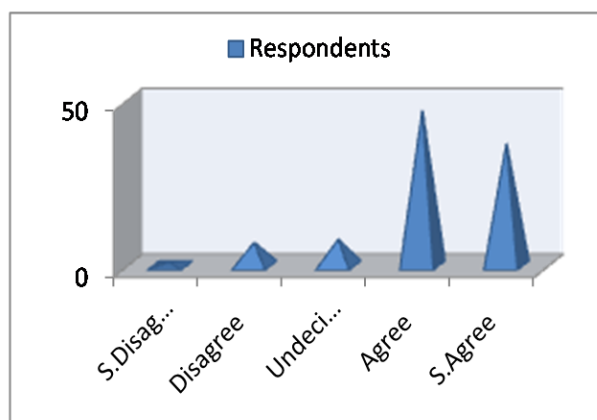
The data presented in Table No.7 and Fig.No.6 of Q.No.2 shown that out of 100 working graduate females, 3% **Strongly Disagreed** on the statement that Society must give equal importance of men and women to improve the existing status and security of the females, 6% respondents **Disagreed** and 6% respondents were **undecided**, whereas 25% were **Agreed** to the given statement and 60% respondents were **Strongly agreed**.

Q.3 The Problem of gender discrimination creates hindrances in the way of empowerment of female jobholders.

TABLE NO.8
GENDER DISCRIMINATION

Options	Respondents	Percent %
Strongly Disagree	1	1.0
Disagree	7	7.0
Undecided	8	8.0
Agree	47	47.0
Strongly Agree	37	37.0
Total	100	100.0

FIGURE-7
GENDER DISCRIMINATION



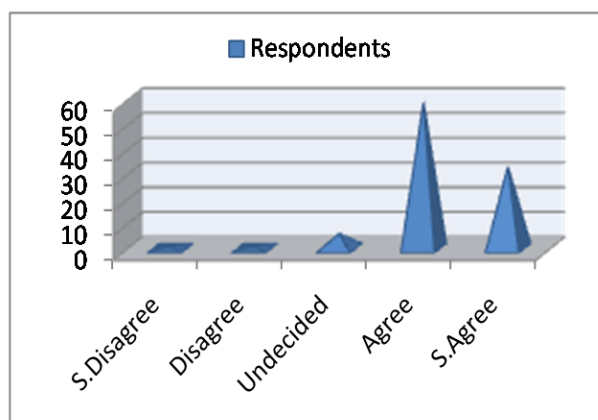
The data presented in Table No.8 and Fig.No.7 of Q.3 shown that out of 100 working graduate females, 1% **Strongly Disagreed** on the statement that the Problem of gender discrimination creates hindrances in the way of empowerment of female jobholders, 7% respondents **Disagreed** and 8% respondents were **undecided**, whereas 47% were **Agreed** to the given statement and 37% respondents were **Strongly agreed**.

Q.4 It is a fact that working graduate females have to face problems just by their being female.

TABLE NO.9
PROBLEMS BEING A FEMALE

Options	Respondents	Percent %
Strongly Disagree	1	1.0
Disagree	1	1.0
Undecided	6	6.0
Agree	59	59.0
Strongly Agree	33	33.0
Total	100	100.0

FIGURE-8
PROBLEMS BEING A FEMALE



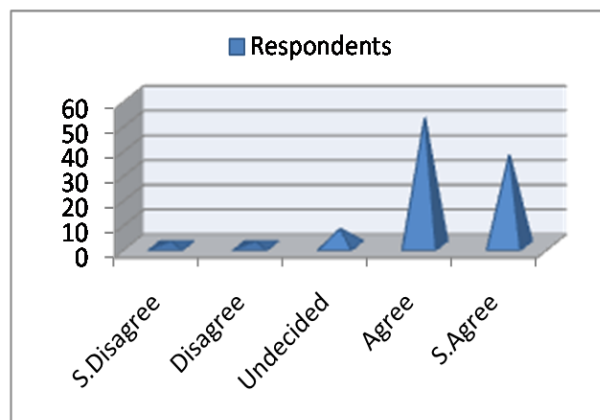
The data presented in Table No.9 and Fig.No.8 of Q.No.4 shown that out of 100 working graduate females, 1% **Strongly Disagreed** on the statement that It is fact that working graduate females has to face problems just by their being female, 1% respondents **Disagreed** and 6% respondents were **undecided**, whereas 59% were **Agreed** to the given statement and 33% respondents were **Strongly agreed**.

Q.5 Gender discrimination/inequality is a major reason in the workplace.

TABLE NO.10
INEQUALITY PROBLEMS

Options	Respondents	Percent %
Strongly Disagree	2	2.0
Disagree	2	2.0
Undecided	7	7.0
Agree	52	52.0
Strongly Agree	37	37.0
Total	100	100.0

FIGURE-9
INEQUALITY PROBLEMS



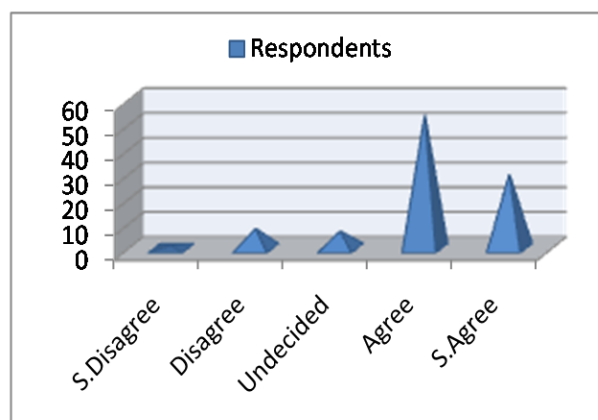
The data presented in Table No.10 & Fig.No.9 of Q.No.05 shown that out of 100 working graduate females, 2% **Strongly Disagreed** on the statement that the Gender discrimination/inequality is the major reason at the workplace, 2% respondents were **Disagreed** and 7% respondents were **undecided**, whereas 52% were **Agreed** to the given statement and 37% respondents were **Strongly agreed**.

Q.6 Male colleagues feel jealous of females & play politics at the workplace.

TABLE-11
JEALOUS FROM FEMALE

Options	Respondents	Percent %
Strongly Disagree	1	1.0
Disagree	8	8.0
Undecided	7	7.0
Agree	54	54.0
Strongly Agree	30	30.0
Total	100	100.0

FIGURE-10
JEALOUSY FROM FEMALE



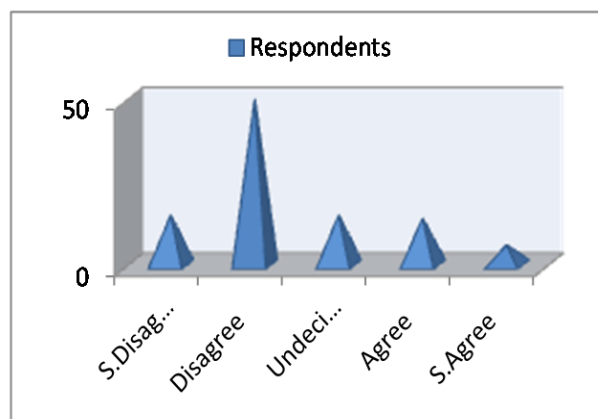
The data presented in Table No.11 and Fig.No.10 of Q.No.6 shown that out of 100 working graduate females,1% **Strongly Disagreed** on the statement that the Male colleagues feel jealousy from female & play politics at the workplace, 8% respondents **Disagreed** and 7% respondents were **undecided**, whereas 54% were **Agreed** to the given statement and 30% respondents were **Strongly agreed**.

Q.7 Male graduate employees are getting more salary than working graduate females in the same job and the same workplace.

TABLE-12
SALARY DISCRIMINATION

Options	Respondents	Percent %
Strongly Disagree	15	15.0
Disagree	50	50.0
Undecided	15	15.0
Agree	14	14.0
Strongly Agree	6	6.0
Total	100	100.0

FIGURE-11
SALARY DISCRIMINATION



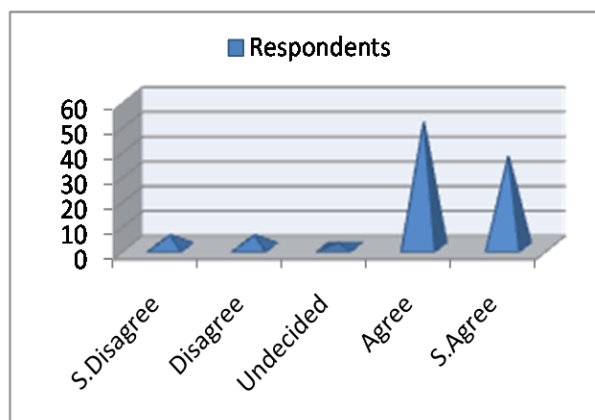
The data presented in Table No.12 and Fig.No.11 of Q.No.7 shown that out of 100 working graduate females, 15% **Strongly Disagreed** on the statement that the Male graduate employees are getting more salary than the female graduate employees in the same job and same workplace, 50% respondents **Disagreed** and 15% respondents were **undecided**, whereas 14% were **Agreed** to the given statement and 6% respondents were **Strongly agreed**.

Q.8 Stronger decision making by graduate males than the graduate females in the workplace?

TABLE-13
STRONG DECISION-MAKER

Options	Respondents	Percent %
Strongly Disagree	5	5.0
Disagree	5	5.0
Undecided	2	2.0
Agree	51	51.0
Strongly Agree	37	37.0
Total	100	100.0

FIGURE-12
STRONG DECISION MAKER



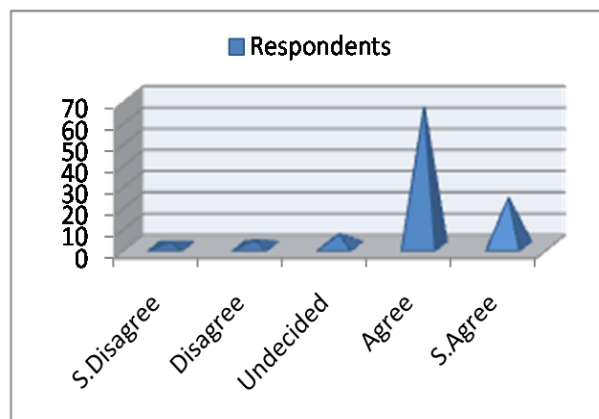
The data presented in Table No.13 and Fig.No.12 of Q.No.8 shown that out of 100 working graduate females, 5% **Strongly Disagreed** on the statement that the, Decision making strong by graduate males than the graduate females at the workplace, 5% respondents **Disagreed** and 2% respondents were **Undecided**, whereas 51% were **Agreed** to the given statement and 37% respondents were **Strongly agreed**.

Q.9 Working female faced many problems by their family, they do not discover the high quality of support.

TABLE NO.14
FAMILY PROBLEMS

Options	Respondents	Percent %
Strongly Disagree	2	2.0
Disagree	3	3.0
Undecided	6	6.0
Agree	66	66.0
Strongly Agree	23	23.0
Total	100	100.0

FIGURE-13
FAMILY PROBLEMS



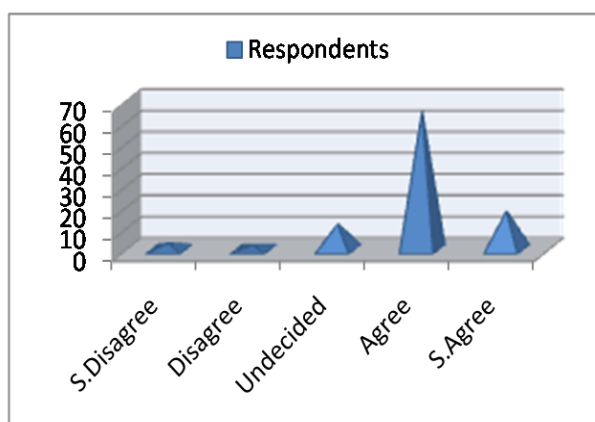
The data presented in Table No.14 and Fig.No.13 of Q.No.9 shown that out of 100 working graduate females, 2% **Strongly Disagreed** on the statement that the Working female faced many problems by their family, they do not discover the high quality of support, 3% respondents **Disagreed** and 6% respondents were **undecided**, whereas 66% were **Agreed** to the given statement and 23% respondents were **Strongly agreed**.

Q.10 Family does not support women to leave household work and go to the office.

TABLE-15
FAMILY DOES NOT SUPPORT WOMEN

Options	Respondents	Percent %
Strongly Disagree	3	3.0
Disagree	2	2.0
Undecided	12	12.0
Agree	65	65.0
Strongly Agree	18	18.0
Total	100	100.0

FIGURE-14
FAMILY DOES NOT SUPPORT WOMEN



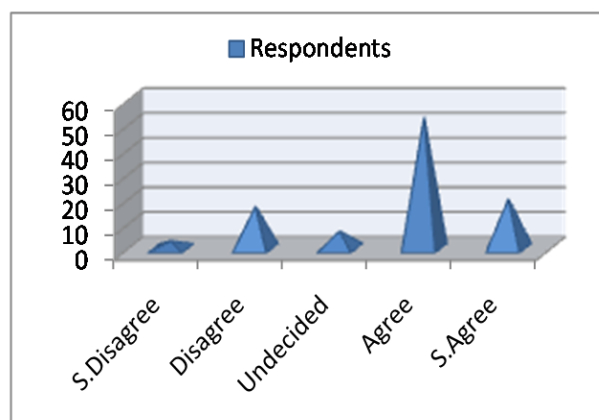
The data presented in Table No.15 and Fig.No.14 of Q.No.10 shown that out of 100 working graduate females in public & private sector, 3% **Strongly Disagreed** on the statement that the, Family does not support women to leave household work and go to the office, 2% respondents **Disagreed** and 12% respondents were **undecided**, whereas 65% were **Agreed** to the given statement and 18% respondents were **Strongly agreed**.

Q.11 Your family demands more time from you that make it difficult to spend time at work?

TABLE-16
FAMILY DEMANDS MORE TIME

Options	Respondents	Percent %
Strongly Disagree	3	3.0
Disagree	17	17.0
Undecided	7	7.0
Agree	53	53.0
Strongly Agree	20	20.0
Total	100	100.0

FIGURE-15
FAMILY DEMANDS MORE TIME



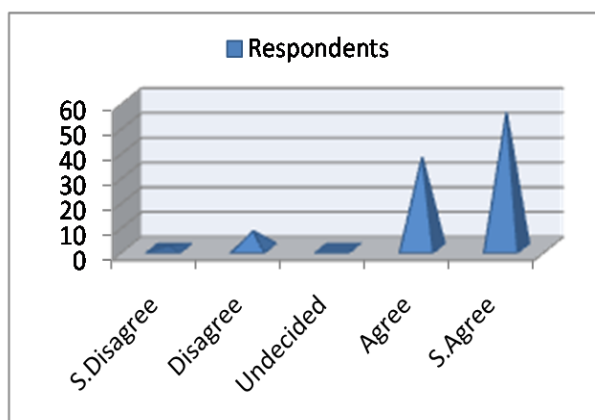
The data presented in Table No.16 and Fig.No.15 of Q.No.11 shown that out of 100 working graduate females, 3% **Strongly Disagreed** on the statement that the, your family life demands more time from you that make it difficult to spend time at work, 17% respondents were **Disagreed** and 7% respondents were **Undecided**, whereas 53% were **Agreed** to the given statement and 20% respondents were **Strongly agreed**.

Q.12 I believe that work-life balance is associated with job satisfaction?

TABLE-17
JOB SATISFACTION

Options	Respondents	Percent %
Strongly Disagree	1	1.0
Disagree	7	7.0
Undecided	0	0.0
Agree	37	37.0
Strongly Agree	55	55.0
Total	100	100.0

FIGURE-16
JOB SATISFACTION



The data presented in Table No.17 and Fig.No.16 of Q.12 shown that out of 100 working graduate females, 1% **Strongly Disagreed** on the statement that the, I believe that work-life balance is associated with job satisfaction, 7% respondents were **Disagreed** and 0% respondents were **Undecided**, whereas 37% were **Agreed** to the given statement and 55% respondents were **Strongly agreed**.

HYPOTHESIS TESTING

Objective: To examine problems faced by graduate females in continuing their jobs in rural areas of the Hyderabad district.

Hypothesis: There are no difficulties faced by graduate females in continuing their jobs in rural areas of Hyderabad district.

S.No	Statement	Mean	SD
1.	Working graduate females facing problems in continuing their job.	4.00	.711
2.	Society must give equal importance to men and women to improve the existing status and security of the females.	4.33	1.03
3.	The problem of gender discrimination creates hindrances in the way of empowerment of female jobholders.	4.12	.902
4.	It is a fact that working graduate females have to face problems just by their being female.	4.22	.690
5.	Gender discrimination/inequality is a major reason in the workplace.	4.20	.816
6.	Male colleagues feel jealousy of females & play politics in the workplace.	4.04	.887
7.	Male graduate employees are getting more salary than working graduate females in the same job and the same workplace.	2.46	1.09
8.	Stronger decision making by graduate males than graduate females in the workplace.	4.10	1.02
9.	Working females faced many problems by their family; they do not discover the high quality of support.	4.04	.777
10.	The family does not support women to leave household work and go to the office.	3.93	.807
11.	Your family demands more time from you that makes it difficult to spend time at work.	3.70	1.06
12.	I believe that work-life balance is associated with job satisfaction.	4.38	.885
Composite mean score		3.96	.889
t- calculated = 48.109 df= 99 sig level= .000 t-critical= 1.645			

Note: N= 100

Sources: Field Data, 2020. Means were calculated from a scale of 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5= Strongly Agree

One-sample T-Test was performed to the data and it was found that the calculated value of T statistics (48.109) was found to be greater than the tabulated value (1.645) and P-value also found to be less than 0.05 showing that our results were found highly significant. This result indicates the level of agreement/disagreement in this regard majority of graduate females was agreed that they are facing problems in continuing their jobs in rural areas of Hyderabad district.

CONCLUSION

There is a male-dominated society in Pakistan, so in rural areas, working graduate females are subject to certain restrictions and they are not free to do anything. The problems faced by females in rural areas of Hyderabad are not only limited in a family but also they have been and are still considered as half-human being at the workplace. Females have been exploited and are being exploited in the name of cultural practices such as traditions, customs, religion, modernity, and use as a commodity. Graduate working females contribute to the economy of the country and that they are part of the nation of Pakistan. One of the other, they suffer from depression and frustration because of gender discrimination, socio-cultural problems, work-related problems, and insecurity in society. The present study explored the problems faced by graduate females in continuing their jobs in rural areas of Hyderabad district.

Given outcomes of the research and the calculation of respondent results, it has been concluded that working graduate females in rural Hyderabad faced social, cultural, and domestic problems in the public and private sectors. Most of the respondents suffer from non-availability of income, most respondents have no job security, receive a little allowance, faced gender discrimination, specially women in the banking sector. The problem related to working graduate females and nurses is low wages. The problems associated with nurses and bankers' graduates are facing long and unpredictable working hours, low social status, and no job recognition.

SUGGESTIONS

The problems of graduate females in rural areas of Hyderabad district should be solved by taking into consideration the following important suggestions:

1. There is a need for a policy that bound the working graduate females regarding working hours.
2. Departmental transportation facility should be provided by the concerned public and private departments for working graduate females, so they can be protected from social problems.
3. The negative approaches of the society members can be changed through awareness-raising programs of media.

IMPLICATIONS OF THE STUDY

The research study can be used for education purposes, for examining and analyzing the problems of working graduate females in public and private sectors in general and selected departments in specific e.g. Education, Health, and Bank. This current study can be valuable from a policy perspective to decrease or eradicate all the problems of working graduate females in public and private sectors in rural areas in specific and in Pakistan in general.

LIMITATION OF THE STUDY

The research study is limited to a small group of working graduate females who are working in rural areas of district Hyderabad in different public and private sectors. The study is limited to only on three departments; further research can be done in many other departments in the public and private sectors in rural areas of Hyderabad as well as in Sindh and Pakistan. Working graduate females cannot participate freely in this study because of the fear of their heads of household. The researcher has a short time and limited resources to carry on and expand this study in other departments. These limitations are decreasing the study to be generalized.

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