
AN ASSESSMENT OF THE INFLUENTIAL LINK AMONG TRADITIONAL PATTERN, GENDER DISCRIMINATION AND CAREER OPPORTUNITIES FOR WOMEN: AN EMPIRICAL EVIDENCE FROM HIGHER SECONDARY INSTITUTES OF QUETTA (BALOCHISTAN)

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ABSTRACT

This article examines discriminatory behaviour against women within their families using a quantitative approach. Data was collected in Quetta, the capital of Balochistan, and respondents were selected through simple random sampling. A total of 203 structured questionnaires were completed by students from the arts faculty of seven girls' degree colleges in Quetta. The aim of the present study was to understand the behaviour of families towards their female members. The Baloch and Pashtun tribes, where the sons are more valuable and considered, in fact, the strength of the family. Therefore, the researcher was interested in examining the gender discrimination against females at the family level. The hypothetical statements were tested through a coefficient test using the Statistical Package for Social Sciences version 24. The results of the study show that females at the family level face disparity, while males have all the necessities of life and better educational opportunities to pursue their careers. The study recommends that the care and equivalence strategy should be endorsed by different campaigns, which should be organized by government and non-government organizations. Furthermore, families should change their attitude towards females and give them equivalent attention and importance as males.

Keywords: Gender discrimination, Cultural values, Basic needs, Educational opportunities

INTRODUCTION

Gender discrimination is a product of those families who faced it in their childhood; gender discrimination is a reflection of family settings where parents treat their daughters differently from their sons (Bharadwaj, Dahl & Sheth, 2014; DeRose et al., 2019). In the patriarchal system, women suffer from depressed lives. They spend their whole lives as servants of family members. Families discriminate against their daughters in terms of childcare, food, and health facilities, resulting in a mortality ratio among females. In every society, the status of women reflects the cultural values of society, and those values are interlinked with economic activities. It has observed that the historical division of labor is the main reason shaping gender disparity against women. Male dominance is not only accepted by women through their socialization, but also adopted by the whole society.

In fact, in a male-dominant society, the birth of a son is a source of happiness and pride, and on the other hand, the birth of a daughter is a reason for guilt and lament (Beltrán & Raftakis, 2022; Beltrán Tapia, 2019). Many previous studies highlighted that gender discrimination is a product of patriarchal societies where women are considered less valuable than men. It means that men have more benefits in life since their birth, as compared to women (Iqbal *et al.*, 2018; Kennedy *et al.*, 2020). Families are the basic ground for every individual to share and care, and also the source of providing safety and power. Economic resources can increase the power of family members. The powerful family members can make decisions for other family members (Beaujot *et al.*, 2017; Stark *et al.*, 2021).

Discrimination means treating someone unequally. The violation of fundamental rights, which are entitled to every individual without any differences. The women are deprived of getting an education, access to health facilities, and better nutrition. Gender discrimination is a common practice in Asian countries, and Pakistan ranked at 143rd position out of 144th countries regarding the gender inequality index. The situation of the province of Balochistan is different, where male dominance is stronger, and the power of decision-making always remains in the male's hands. The people of Balochistan have strong cultural values and a tribal system. Therefore, women have no equal basic rights to life (Zarar *et al.*, 2017; Batool, 2020; Anwar *et al.*, 2020; Anwar *et al.*, 2021).

JUSTIFICATION OF THE STUDY

With the help of previous literature associated with gender discrimination against women has been perceived by the investigator that male domination affects the rights of women at the family level. This situation is worse when the cultural values are more rigid. Therefore, the researcher targeted the tribal areas of Balochistan. The study was conducted in Quetta, the capital city of Balochistan. The main point of this study is to highlight gender inequalities against women at the family level. The present study emphasizes the traditional patterns that create inequality. This gender disparity generates an absence of basic needs and fewer educational opportunities for women.

OBJECTIVES OF THE STUDY

- To analyze the traditional patterns that create the situation of gender inequality against women at the family level.
- To define gender discrimination in fulfilling the basic needs of women in their families.
- To study the provision of career opportunities based on gender among families.

HYPOTHESES OF THE STUDY

- Traditional patterns positively and significantly affect gender discrimination.
- Gender discrimination significantly affects the fulfillment of the basic needs of women at the family level.
- Gender discrimination significantly affects the career opportunities of women in their families.

LITERATURE REVIEW

The term discrimination is unequal behavior that underestimates the worth and value of others. Women in the patriarchal system do not have rights in their lives. The males of the society under their supremacy have all the joys of life. In tribal areas, women are bound to stay within the four walls of a home. They are not allowed to have higher education. The equal benefits of life as men have (Anwar, Khan, Sardar, 2022; Samar & Ahmed, 2021). Gender discrimination is rooted in societies due to cultural values. Cultures are the best

instrument to generate gender disparity against women. Under male domination, females are treated equally in their families. Gender is a societal construct assigned to males and females.

Males' sovereignty presents women as less valuable to have education and health care. Rigid cultures promote a patriarchal system where women are an inferior part of society. In Balochistan, gender inequality seems to be a routine part of everyone's life, reflecting cultural values and norms (Rehman *et al.*, 2021; Anwar *et al.*, 2022). Gender discrimination against females is a violation of their rights. Balochistan is a more backward and less civilized province of Pakistan than the other areas. Women are a more neglected and deprived section of the patriarchal society. Patriarchal values bound women's place at home to do domestic duties (Alam, 2011; Bukhari *et al.*, 2019).

The rights are entitled to everyone without any discrimination. Equality means women have the right to live with respect and freedom from fear. If women have empowerment, they will contribute to every field of life. But the males' supremacy imposes the rights of women. Islam has discussed numerous social and economic securities of women. When women have the right to self-governing businesses in male-controlled cultures, gender disparity has reached an alarming condition. (Bukhari *et al.*, 2019; Ali *et al.*, 2022).

Women perform an active role in society, but their participation remains unaccountable. In fact, females face huge hindrances to achieving gender equality. In 1996, gender disparity was defined by Dugger. It means the domination of one gender over the other. For a sustainable society, there must be equality for everyone. Rigid cultural values do not welcome social change warmly. However, that variation appears to be occurring slowly in developed societies (Rehman *et al.*, 2021; Anwar, Burfat & Abro, 2021). Having equal facilities is the right of every person. Women are a compulsory part of society as men are. Gender disparity exists all over the place in Pakistan, but it is predominantly higher in the Khyber Pakhtunkhwa and Balochistan provinces of Pakistan. Women are disadvantaged in the basic needs of their lives at the family level. Females are considered overburdened. They do not have better nutrition, health facilities, or self-confidence to survive outside the door. Families are the basic unit and are responsible for giving the best nutrition, health care, clean water,

shelter, and clothing to all family members without gender discrimination (Trask, 2015; Nawaz, 2022).

Many societies that belong to the lower income do not have easy access to healthcare services in Pakistan. In rural areas of Pakistan, this condition is worse. Gender disparity promotes male superiority, which keeps women far from proper hygienic food. The male members of the family enjoy better nutrition and healthcare compared to the females (Nasrullah & Bhatti, 2012; Ahmed et al., 2022). In educational institutes, female participation is less than that of males. The girls are responsible for doing domestic chores. They think providing education is a waste of money. Girls have to sooner or later get married. The males should be educated because they are the source of economic support for their families. If the families have fewer earnings, they believe in saving money for their girls' marriage, rather than investing in their education (Kapur, 2019; Dar, 2022).

The term gender mainly refers to the assigned roles of men and women. Gender responsibilities are learned through socialization, which vary from society to society and culture to culture. The educational opportunities are based on gender. Families provide the best opportunities for career development to males within the family than to females. Assigned roles of women force them to work inside the door and complete domestic duties rather than attend school (PAREEK, 2021; Zahid Ullah *et al.*, 2021). According to a report by the United Nations Development Programme (UNDP), Pakistan was ranked 145 out of 187 countries in 2011, with a 0.504 human development index value. Education is the backbone of progression and provides a better lifestyle. Education is a source of enhancing appropriate skills, learning, and self-confidence. Pakistan's literacy rate for males is 69.5%, whereas the female literacy rate is 45.2%, families allow their daughters to get a primary education, which they think is enough for them (Anwar *et al.*, 2021; Arif & Khalid, 2022).

Having all the facilities of life as a human being is essential for everyone to enjoy a better life without any discrimination. Both genders play a vital role in societal development. Inequity is a hurdle to achieving the goals of life. Men and women should have equal opportunities for career advancement. Male dominance is the main obstacle to having a strong and stable livelihood for women (Anwar & Burfat, 2021; Zaidi, 2022).

RESEARCH METHODOLOGY

The conducted study is quantitative in nature. Through a structured questionnaire, data were collected. The researcher used the survey method to gather information from the selected sample. The research aimed to examine gender discrimination against females in their families. Therefore, the respondents were selected from all government degree girls' colleges in Quetta City. 207 structured questionnaires were filled out by the students from the arts faculty. The respondents of the study were selected using the technique of simple random sampling. The hypotheses were analyzed through SPSS version 24. A coefficient test was applied to determine the relationship between traditional patterns that generate gender discrimination and to find an association that gender discrimination affects the basic needs and educational opportunities of females in their families.

INFERENTIAL ANALYSIS

In inquiry data examination, the investigator collects the information statistically.

Coefficient

Model	Standardized Coefficients Beta	t	Sig.	R Square	Durbin-Watson
Tradition-al pattern	.176*	2.499	.013	.031	1.208
Basic needs	-.274**	-4.013	.000	.075	1.712
Career opportunities	-.212**	- 3.045	.003	.045	1.522

TABLE-1
THE TRADITIONAL PATTERNS ARE POSITIVELY AND SIGNIFICANTLY AFFECTS GENDER DISCRIMINATION

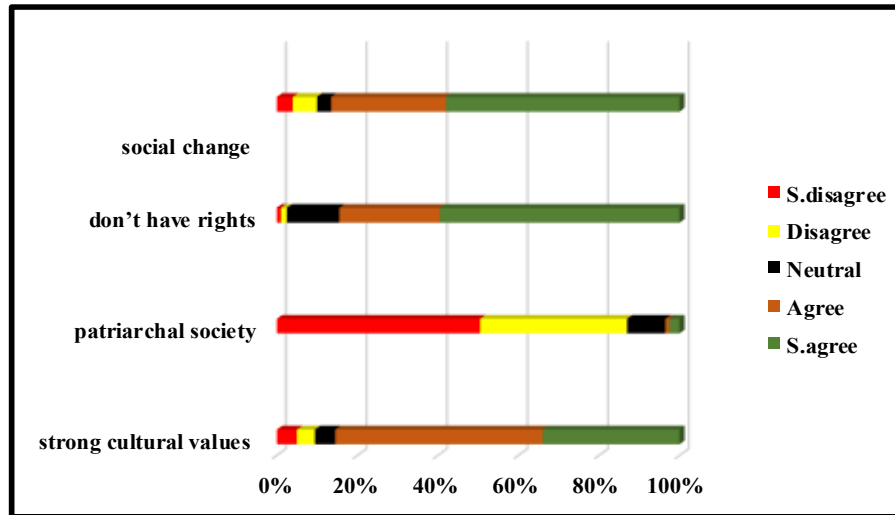


TABLE-2
GENDER DISCRIMINATION NEGATIVELY SIGNIFICANTLY AFFECTS THE FULFILLMENT OF THE BASIC NEEDS OF WOMEN AT A FAMILY LEVEL

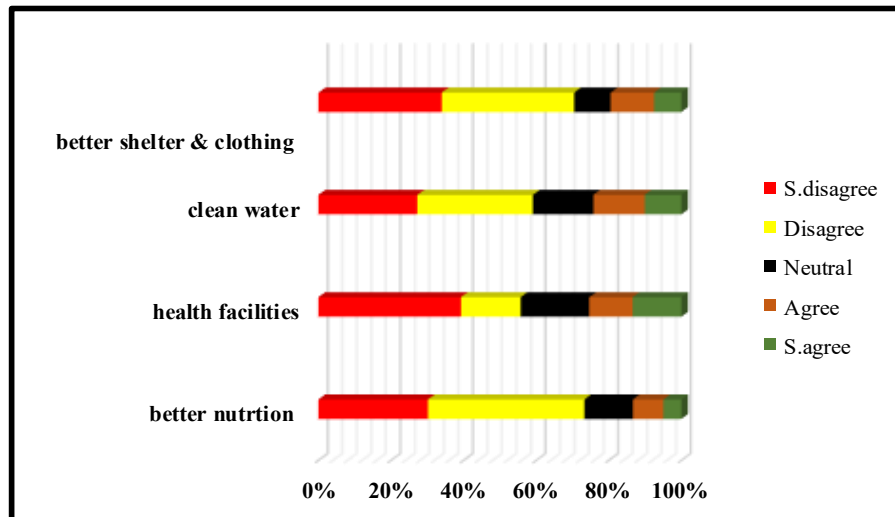
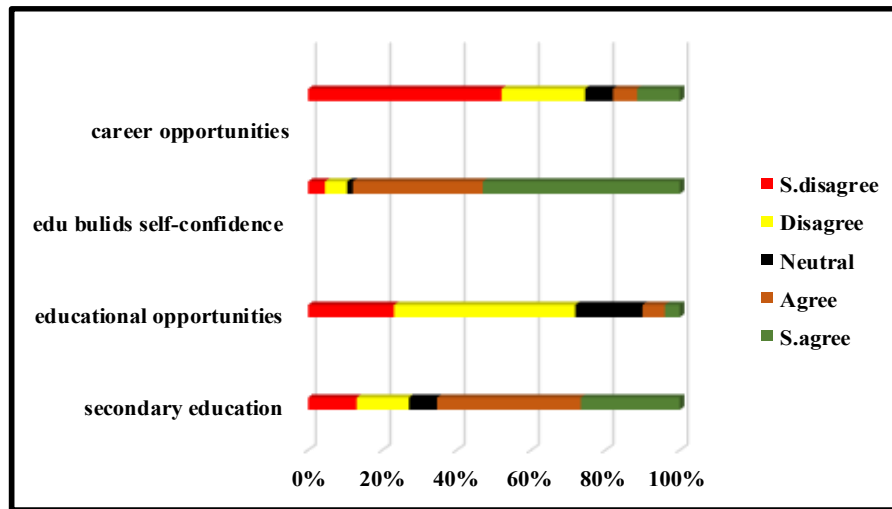


TABLE-3
GENDER DISCRIMINATION NEGATIVELY SIGNIFICANTLY AFFECTS
THE CAREER OPPORTUNITIES OF WOMEN IN THEIR FAMILIES



The figures in Table 1 show that the regression test coefficient indicates a significant relationship between traditional patterns and gender discrimination ($B = .176$, $t = 2.499$, $P\text{-value} < 0.05$). The figures in Table 2 show a strong association between gender disparity and women's basic needs in the family. The result of the regression coefficient reveals ($B = -.247$, $t = -4.013$, $P = .000$). The p-value is less than 0.05. It means the second hypothesis of the study is accepted. The Last hypothesis of the research was tested using a coefficient test, and the analysis shows that gender discrimination is negatively associated with women's educational opportunities at the family level. The p-value of the coefficient is .003, which indicates a strong relationship between variables.

LIMITATIONS OF THE STUDY

The respondents of this study were college students. Data can be collected by every woman. The primary data is collected from Quetta city. In the future, examiners can conduct more studies at a vast level. The investigators can research other aspects of gender discrimination. The present research focused on the cultural values that cause

discrimination against women in basic needs and career opportunities at the family level.

DISCUSSION

Discrimination is to treat someone unequally based on gender, religion, race, class, caste, status, and so on. In the tribal system, women are treated as inferior to men. Males' sovereignty keeps women subordinate to men. The traits of male dominance are transformed by the traditional values. In this system, women are bound to stay around the four walls of the home (Rehman *et al.*, 2021; Anwar *et al.*, 2022). Thus, the gathered information from respondents of the study shows that 33.5% strongly agreed, while 51.5% of respondents agreed that they have strong cultural values. They have to follow their customary laws to live in society.

Gender disparity against women is the destruction of their privileges. Balochistan is a more retrograde and less liberal province of Pakistan than the other provinces. Females are a more ignored and underprivileged segment of the male-controlled society (Alam, 2011; Bukhari *et al.*, 2019). Thus, the finding of the current study shows that 50.5% of respondents strongly agreed that a male-dominated/patriarchal society generates inequality against women, though 31.0% agreed with the given statement.

Elementary human rights are permitted to everyone without discrimination. Equivalence means females have the right to live with admiration and liberty from fear. If the females are authorized, they will contribute to every field of life. But the males' sovereignty enforces the rights of women (Bukhari *et al.*, 2019; Ali *et al.*, 2022). 59.5% of respondents in the study strongly agreed with the above statement, while 25.5% agreed. For a maintainable social order, there must be equality for every person. Inflexible traditional standards do not welcome social alteration warmly. However, even though variation appears slowly in underdeveloped societies (Rehman *et al.*, 2021; Anwar, Burfat & Abro, 2021). The result of the present study shows 67% of respondents strongly agreed that gender equality brings positive social change, while 28% agreed. 43.5% of respondents in the current study disagreed that they have needs in their life at a family level, while 30.5% strongly disagreed. Gender inequality exists all over Pakistan, but it is predominantly higher in the Khyber

Pakhtunkhwa and Balochistan provinces of Pakistan. Females are underprivileged in the elementary necessities of their lives at the family level. Females are considered overburdened.

They do not have better nutrition, health facilities, or the self-confidence and career opportunities to survive outside the door. Families are the basic unit and are responsible for providing the best nutrition, health care, clean water, shelter, and clothing to all family members without gender discrimination (Trask, 2015; Nawaz, 2022). 39.5% of respondents in the study strongly disagreed that they have proper health care in their family; on the other hand, 26% disagreed. The enormous number of those cultures, who belong to lower salaries, do not have easy access to healthcare facilities in Pakistan. In rural areas of Pakistan, this circumstance is worse.

Gender inequality encourages male dominance that keeps women far from proper hygienic food. The male members of the family enjoy better nutrition and healthcare compared to the females (Nasrullah & Bhatti, 2012; Ahmed et al., 2022).

Access to fresh and clean water, better nutrition, is an essential requirement of human beings. 18% of the world's population had no access to safe drinking water till the end of 2004 (Grabs, Tyagi & Hyodo, 2007). Thus, the result of the present study also shows that 31.5% of respondents disagreed with the statement that they have clean and fresh water, while 27% disagreed. Families are crucial elements and are responsible for giving the best nourishment, health care, clean water, shelter, and clothing to all family members without gender discrimination (Trask, 2015; Nawaz, 2022). 36.5% of respondents disagreed that they have better shelter and clothing at a family level, and 34% strongly disagreed.

The families make available the best opportunities for getting an education and career development to the males of a family more than to the females. Assigned roles of women force them to work inside the door and complete home duties rather than attend school (PAREEK, 2021; Zahid Ullah *et al.*, 2021). The result of the study also shows that 38.5% of respondents disagreed that families are serious about the education of girls, whereas 26.5% strongly disagreed. The Families' perception is that providing an education to their daughters is a waste of money because girls have to get married. The males of the family should be educated. They are sources of economic support for their

families (Kapur, 2019; Dar, 2022). 48.5% of respondents agreed there must be equal chances of getting an education for both genders, whereas 23% strongly agreed.

Education is the foundation of enhancing proper skills of learning and building self-confidence, but Pakistan's literacy rate for males is 69.5%, whereas the female literacy rate is 45.2%. Families allow their daughters to get a primary education (Anwar *et al.*, 2021; Arif & Khalid, 2022). The results of the research show 53% of respondents strongly agreed that education builds self-confidence, whereas 35% agreed. Men and women should have equal chances of career progression. Males' governance is the main hindrance for women to have a strong and stable livelihood (Anwar & Burfat, 2021; Zaidi, 2022). 52% of respondents strongly disagreed that they have equal opportunities for stable careers for both genders in their families, whereas 22.5% disagreed.

RECOMMENDATIONS

Gender disparity is a known phenomenon in every society. Women are observed to fight for their equal rights everywhere in every field of life. They want to enjoy their life as men have in society. No nation can make progress without women's participation. Therefore, there must be following recommendations for gender equality to eliminate the disparity:

- Families should give the same importance to females as they do to males in the family.
- Families should socialize male members of the family so that females are not less than you.
- Daughters should be treated equally to sons.
- Families should provide fundamental needs and career opportunities to women.
- The government and non-government organizations should change the mindsets of the families through social awareness programs.
- The government should make getting an education obligatory for everyone.

CONCLUSION

The current research has been conducted to highlight the discriminatory behavior against females at their level. Families are the

basic unit to fulfill all the needs of family members. Unfortunately, male domination suppresses the rights of females, who are entitled to equal rights without any disparity. The present study was conducted in Quetta city because this city has a tribal system and strong cultural values. Males are dominant in every field of life. Women are bound to stay around the four walls of the home, even though women are not treated equally in their families. Strict cultural values bind women to get an education and pursue a career compared to the male members of the family. The decision-making power remains in the males' hands. The results of the study indicate that females do not have educational and professional opportunities, which are also far from them at the family level. On the other hand, the male members of the family enjoy all the facilities of life.

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