

AN ANALYTICAL STUDY OF THE CRITICAL SITUATION FACED BY WOMEN AT WORKING PLACE AND LEGISLATION POLICIES IN PAKISTAN PERSPECTIVE

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Abstract

This research paper aims at analyzing the hurdles and discrimination faced by women in textile industry. The paper also examines the levels of job satisfaction with wage discrimination among the workers. The research study was conducted in two industries. A sample of 150 respondents was randomly selected from both industries. (75 sample from Fateh Textile mill and 75 from Dewan industry). It was concluded that female has to face critical situation in terms of wage differences and harassment problem at working place.

Key words: *Wage Discrimination, Harassment, Job Satisfaction, Cat Calls, Working Hours, Poverty, Environment, Attitude, Problems Faced by Workers, and Workplace.*

Introduction

Zia (2000) reported that women in developing countries have always inferior position relative to men. Social and cultural factors highly influenced on women's role and restrict to enter in the job market. Due to increasing economic pressure male member of the society force to female to work in labour market as labourer by providing access of educational and facilities and enhance their empowerment by entering in different sector of economy.

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Further, Agapiou, A. (2002). (1994) elaborated that Status of women can be identified with the degree of freedom and socio-economic equality of women. Economic, social and cultural factors create gender differences in ownership, control and access to resources land inheritance, consents of marriage and Women's economic status in the household.

Andal (2002), envisages that women's status and their economic well-being is usually increased by providing empowerment and basic rights which may improve circumstances of their livelihood which contributes for the better condition of whole society. The gender gap in the ownership and control of property is the most significant contributor to the gender gap in the economic wellbeing, social status and empowerment of women.

According to Baano, (2002) Working women are most important segment for household and national development. In Pakistan, despite of restriction, limited education and gender biases women have been using their efforts and skills to support their families financially by making handicrafts and improve economic condition. According to labour force survey of Pakistan (2004), there is wide difference between male and female labour force participation rates in Pakistan. About 37.13% for males employed as compared to 8.10% for females. In Pakistan, industry is another major second highest sector where majority of women workers works on daily wage and contractual basis.

Textile industry in Pakistan contributes more than 72% to the country's total export, which and around 47% to the total output produced in the country. Pakistan is the 8th largest export country in Asia. It contribute 9.2% of Gross Domestic Production it offers 38% of service to work force in the country.(Khan, 2001)

Economic Problems of Working Women in Garment Industries

A small survey study launched by PILER in association with the Hoisery Garments Textile Workers General Union Sindh with the sample of 45 female workers employed at 80 small and medium-sized units mainly in four settlements of Karachi (Baldia, SITE, Orangi), According to a study 15 female are forced to work with unequal wages (less than Rs. 3000 per month); 85 percent of female sample reported that they have no appointment letters; 62 percent of the workers not providing health facility 70 percent of female workers have to face harassment issues at working place.

According to (Brohi, 2002) Working women have to carry the extra load of work physically and psychologically. In spite of all constraints work in that environment to support their family financially. Factories are one of the sectors where most of the females work. Working women are mainly facing three types of harassments at work places: mental harassment, physical harassment and sexual harassment Manzoor (2002), analyzed that working women have to face a lot of problems inside and outside of their homes due to their jobs. Most of the female have to work on contractual basis and payment paid them on the basis of number of hours they worked. They have to do more work but their wages are 30 to 40% lesser than of male workers with same nature of job.

Yasmeen (2002), reported that When women come out for work every one outside gazing and passing teasing remarks and even following them to their destinies, making the lives of this poor more difficult to earn their livelihood, even their neighbours and their relatives do not think them good. While employer of the industries never takes leave in case of emergency.

The poor women in industries have to work more but their wages are 40 to 50 % lower than men. It is also argued that many employers of the factories prefer to employ women because they do not unionize and can be paid less. So, the majority of women are engaged in low-paid economic activities. (Brdhain, 1988). The women come in textile industries for work not for enjoyment. Their economic needs compel women to work outside in unfavorable environment. But our society does not like them and not treated as respected citizen. They have to face an unfavorable attitude of their family members on one side and on the other victimized by their owners and colleague

Similar way, Dolle B.M (1992), reported that at working place sexual harassment issues are most common faced by female workers which make them difficult to work in that environment. For a long period ago female have been suffer to exploitation physically, sexually and mentally torture. At workplace women generally face mental stress, sexual harassment, intolerant practices, and security issues

Literature Review

In 2009 PILER Survey on textile industry labors discovered that 97.6 percent women were hired on contractual basis, 80.4 percent were not issued any identification card, 64 percent were paid less than the rate fixed by government for unskilled workers (Rs. 6,000), 83 percent of female labour working extra time

65 percent did not get any leave, 15 percent acquired maternity benefits and only 25 percent availed full three-months paid leave.

Shafique and Sadia (2003), described in his article about “level of job satisfaction among working women in textile industries in Faisalabad Pakistan” reported that the major factors which hinders women to work was ideology of pardah and socio-economic factor. Mostly female workers are not satisfied with their jobs because they had to 8 to 10 hours but paid less than men.

M. Asghar and Yasmeen (2003), “highlighted that majority of workers reported that their jobs were not secured. The owners of the factories fire any workers without any reason some time workers who misbehave with their supervisor were sent laid off permanently. Many factory workers reported that workers are promoted on the basis of sexual favour.

B. Sabhoo (1993), in his survey he revealed the problems faced by producer on production side as compared to other competitive industry.

Dolle (1992), in his study explored the socio – economic problems of power loom industry in Malegaon reported that women have to face many problems in industries she has to face worse situation and unequal rights as compared to men

Justification of the Study

Women in developing countries continue to be perceived as weak, inferior, and second-class citizens. Women have been facing vulnerable condition and deprived from basic rights. Despite, Women play a significant role in economic development of nation but due to some factors their role not recognised. Development of the society can not be possible without equal participation of women. If women enter in labour market they have to face many problems.

The present study therefore aims at finding out problems faced by women in workplaces and to assess their job satisfaction and to identify the wage discrimination among the workers of industries

Objectives of the Study

1. To analyses working condition of female in garments industries
2. To study the wage structure of female at industries
3. To analyze the problems faced by women workers.

Hypotheses

4. The working women are not satisfied from their job and treated badly and unfavourable attitude from factory owner
5. Working women have to face the problems during the jobs such as harassment problem like insecurity, lack of transport.

Research Methodology

This study has conducted from the workers of textile industries. Sample is selected from the universe of Hyderabad district. A sample from two industries is randomly selected from Hyderabad district. A sample of 75 respondents was selected from Fateh textile mill and sample of 45 respondents was selected from Deewan textile industry. The data has collected with the help well-designed close ended questionnaire. The objective of this research is to analyse the socio-economic problems and level of job satisfaction of working women in textile industry. The data was analysed through statistical package of social science (SPSS) chi-square test was used for testing hypothesis.

Results and Discussion

Table: -1

Percentage Distribution of Respondent According to their Marital Status % n=150

	Married	Unmarried	Widow
Male	72	28	-
Female	65	30	5

Source, Survey data, 2015

This table analyses marital status of respondent who are working on daily wage basis and contractual basis in textile industries.

Table:-2 Problems Faced by Workers in the Workplace % n=150

	Working hours	Lack of security	Lack of training
Male	25	12	63
Female	35	42	23

Source, Survey data, 2013

Table highlights the extent of problems faced by workers of industries. Table shows that 35% of female working in the industry complains about working hours and 23% women have lack of opportunity provided by their employers for training. Women reported that they have to work longer hour than men. Similarly, the discouragement to female workers from high authority for not having involved in training process which discourage the women to participate in other activities.

Table-1

Distribution of the Respondent According to the their Level of Satisfaction with their Jobs % n=150

	Satisfaction				
	Salary	Promotion	Over time	Leaves	Total
Male	5	50	20	25	100
Female	42	18	25	15	100

Source, Survey data, 2015

This table shows that 42% female reported that they are not satisfied with their salary because their wages are lower than male workers and they had to work longer hours than male. And most of the male and female respondent reported that they don't have and causal leave facility at the time of emergency. in case of leave industry owner would replace worker any time without any reason.

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	19.911 ^a	2	.000
Likelihood Ratio	22.066	2	.000
Linear-by-Linear Association	16.538	1	.000
N of Valid Cases	50		

- a. 2 cells (33.3%) have expected count less than 5. The minimum expected count is 1.

The results indicate that there is a significant difference between male and female wages. 0.00% value shows significant levels between the level of satisfaction in terms of wages by male compared with female workers in the textile industry. The chi square test is also confirming that there is an extent of significant variations between wages of both male and female.

Table-3

**Distribution of Respondents According to Type of Harassment on Workplace
% n=150**

	Cat calls	Gesture	Sexual harassment	Mobile calls	Others	Total
Male	-	-	-	20	80	100
Female	22.4	17.9	44.2	14.9	-	100

Source, Survey data, 2015

This table shows that 44% of female respondent reported that they were offered job on promotion on the basis of sexual favour. 22.4% of the female respondent reported that they are harassed in the form of catcalls while 17.9% are harassed in the form of gesture. About 14.9% male reported that are harassed by mobile calls

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	69.276a	4	.000
Likelihood Ratio	69.686	4	.000
Linear-by-Linear Association	42.882	1	.000
N of Valid Cases	94		
a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is 2.34.			

The results indicate that there is a significant difference. 5 % confidence levels between the extents of harassment by male compared with female workers in the textile industry. The chi square test is also confirming that there is an extent of significant variations between harassment of both male and female.

Conclusion and Recommendations

Based on the Survey results, it concluded that because of economic pressure and poverty female are force to work in worst environment and have to face critical situation at working places. From the results it concluded that most of female workers have paid low wages as compared to men and have to face bad attitude of relatives and society members and also factory owner. Working women were harassed sexually by the factory employer on the basis of their promotion. Most of female respondent reported that they are harassed in the form of catcalls and gestures. They are not satisfied with their job, and reported that factory owner can change the workers without any reason their job is not secure. There should be a separate female union who have right to take action against any mismanagement kind of harassment of workers. And workers must be appointed contractual basis and provided leave and health facilities. According to the labour law minimum wage rate must be fix equally for both men and women.

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