

## **Analysis of Problems Faced by the Working Women in Non-Government Organizations (A Case Study of District Mardan-KPK)**

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### **Abstract:**

*Work life balance is always a challenge for employed women due to psychological and social issues. The share of the female work force is marginal not because of mainly low literacy rates but also difficult job environment, lack of security and leisure time and other social issues. The present study was conducted to analyze the problems of working women in non-government organizations in district Mardan (KPK). A total of 100 samples were drawn randomly from the population. The study revealed that due to male domination in organization, women executives are disliked by male colleagues and hence male domination in organization put women at disadvantaged position. At the other hand, woman being an executive is disliked by male colleague. Organizations give special considerations to biological differences specific to woman i.e. maternity. The study concluded that despite the challenges in the working environment for women, confidence of the working women remained high. Women as equal partner to male need to be encouraged in the working environment without any apprehensions of being mistreated. Working women needs*

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*to be properly educated through proper trainings to take care of both working environment and family life.*

**Key words:** work life, female, job environment, security, leisure time

## **Introduction**

Since inception of human race, women have been part of labor force, and domestic duties. However, this traditional perception began to change due to industrialization. During 19<sup>th</sup> century, the role of so-called new women continued to evolve vividly in Europe and United States during World War 2 and 1950s. In 1972, the United States declaration of Title 7 of the Equal Opportunities Act abandoned discrimination in recruitments on basis of sex (Natasha & Kathryn, 2010). In Pakistan, the division of labor on the basis of productive and reproductive roles in society confined women to the reproductive roles by giving fewer opportunities of acceleration and career development to them resulting less stabilization of national development. (Farzana, 2000)

## **Research Methodology**

A total of 150 non-governmental organizations are working in the study area, where 135 females were working. A sample size of 100 respondents was selected for the purpose under the criteria devised by Sekaran (2003) was randomly selected. A well thought-out interview schedule was prepared and used as an instrument for data collection from the universe. Interview schedule was to cover all the aspects of the study pertaining to working women problems. The data collected for the study were analyzed by using appropriate statistical tools and tests i.e. frequencies and percentages were used for summarizing data. Associations were tested by using following statistical tests.

Uni-variate analysis was carried out for independent and dependent variables, which consist of frequency distribution and percentages. Bi-variate analyses were carried out to study the association between independent and dependent variables. Chi-square ( $\chi^2$ ) test was used to test the association between the two variables. Following statistical procedure were adopted to calculate the value of chi-square statistics. Tai. (Tai, 1978)

$$(\chi^2) = \sum_{F_i} \sum_{F_j} \frac{(f_{ij} - F_{ij})^2}{F_{ij}}$$

Where

( $\chi^2$ ) = Chi-square for two categorical variables

$f_{ij}$  = the observed frequencies in the cross-classified category at  $i$ th row and  $j$ th column

$F_{ij}$  = the expected frequency for the same category, assuming no association between variables under investigation

Df = (r-1) (c-1) where

Df = Degree of freedom

r = the number of rows

c = the number of columns

## Results and Discussion

It is a challenge for organizations not only to manage effective implementation of fair policies and reinforcing appropriate managerial behaviors but also to pay attention to their employees perceptions of discrimination, which is very important because employees beliefs, whether or not they are consistent with reality that directly affect their behaviors in workplace. (Eisenberger, Fasolo, and Davis-LaMastro, (1990), Barak, Cherin, and Berkman, (1998).

Though comprising almost 50% of the U.S. workforce, women occupy only about 30% of all salaried manager positions, 20% of middle manager positions, and about 5% of

executive level positions, (Bose and Whaley, (2001), Fagenson and Jackson,(1993), Rice, (1994).

Boys and girls in most societies are socialized differently and this is played out in the work place later in their lives, where men always want to be in charge to dominate, (Lambani Matodzi and Nancy, (2013).

Further, the findings depict clearer picture of the subject under discussion.

Table 1 below indicated that majority 82.0% respondents agreed that they have changed their job due to discrimination either by bosses or other employees. While on other hand 18 (18%) respondents strongly agreed with the statement. The result of the study disclosed that out of 100 respondents majority i-e 45 agreed that male domination in organization puts them at disadvantage or secondary positions. 32 respondents were strongly agreed, while 8 stayed neutral with the statement.

Majority (42%) respondents out of 100 agreed that they being an executive were disliked by male colleagues, (33%) strongly agreed, (20%) stayed neutral, and (5%) disagreed with the above statement. Majority 42 agreed that they being executives were not liked by superiors, 21 disagreed, followed by 20 stayed neutral, and 15 strong agreed with the statement.

The study further revealed that 55 respondents disagreed that they got the job or promotion by taking advantage of being a women, 16 respondents strongly agreed with the statement, same as 16 respondents stayed neutral, while 13 respondents agreed. Almost (47%) among 100 respondents disagreed that being working women they were preferred by superiors over male executives, (25%) agreed with the statement, (20%) stayed neutral, while (8%) strongly agreed to it. In addition among 100 respondents 35 strongly agreed that they feel insecure without male help, followed by 28 agreed with the statement, 26 stayed neutral, while 11 disagreed. Out of 100 respondents, (43%) agreed that boss is

sympathetic to woman executives, (34%) stayed neutral, (23%) disagreed with the above statement.

The study indicates that about 44 respondents among 100 agreed that generally employer/boss extends concessions to woman executives, followed by 37 stayed neutral, 15 disagreed with the statement, 4 respondents while strongly agreed. Similarly, (44%) respondents among 100 respondents stayed neutral that organization ensures equal treatment, (41%) agreed with the statement, (8%) strongly agreed, while (7%) disagreed. Likewise, 52 strongly agreed that organization ensures redressal/checking of harassment of working woman, 18 stayed neutral, same as followed by 18 disagreed with the statement, and 12 respondents strongly agreed.

The study further shows that almost (65%) out of 100 respondents agreed that organization recognizes and gives special considerations to biological differences (Maternity) those are specific to woman, (24%) strongly agreed, while (11%) stayed neutral with the above statement.

**Table 1: Frequency and percentage distribution of the respondents regarding discrimination.**

Discrimination	S.A	A	Neutral	Disagree
Have you ever changed job due to discrimination, either by bosses or other employees	18 (18.0)	82 (82.0)	00	00
Male domination in organization puts you at disadvantage or secondary.	32 (32.0)	45 (45.0)	8 (8)	15 (15)
You being an executive is disliked by male colleagues	33 (33.0)	42 (42.0)	20 (20.0)	5 (5.0)
You being an executive is not liked by superiors	15 (15.0)	42 (42.0)	20 (20.0)	21 (21.0)
You got the job or promotion by taking advantage of being a woman	16 (16.0)	13 (13.0)	16 (16.0)	55 (55.0)
Being working woman you are preferred by superiors over male executives	8 (8.0)	25 (25.0)	20 (20.0)	47 (47.0)
You feel insecure without male help.	35 (35.0)	28 (38.0)	26 (26.0)	11 (11.0)
Boss is sympathetic to woman executives	0 (0.0)	43 (43.0)	34 (34)	23 (23.0)
Generally Employer/Boss extends concessions to woman executives.	4 (4.0)	44 (44.0)	37 (37.0)	15 (15.0)
Organization ensures equal treatment	8 (8.0)	41 (41.0)	44 (44.0)	7 (7.0)
Organization ensures redressal/checking of harassment of working woman	12 (12.0)	52 (52.0)	18 (18.0)	18 (18.0)

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Organization recognizes and gives special considerations to biological differences (Maternity) those are specific to woman.	24 (24.0)	65 (65.0)	11 (11.0)	0 (0)
All the ways that women have ended up feeling badly about themselves	4(4.0)	25 (25.0)	40 (40.0)	31 (31.0)

\*Values in the table present frequency while values in the parenthesis represent percentage\*

### **Bivariate Analysis**

Dependent variable (Undertaking family role) was cross tabulated with independent variable (discrimination) and appropriate statistics i.e.  $\chi^2$  was used to ascertain the relationship between the dependent and independent variables as shown below.

A highly significant ( $p = 0.000$ ) association was found between ever changed job due to discrimination, either by bosses or other employees with undertaking family role. A significant ( $p = 0.029$ ) association was found between male domination in organization puts you at disadvantage or secondary with undertaking family role. A highly significant ( $p = 0.000$ ) association was found between you being an executive is disliked by male colleagues and undertaking family role. A non-significant ( $p = 0.175$ ) association found between you being an executive is not liked by superiors with undertaking family role. A significant ( $p = 0.000$ ) association found between you got the job or promotion by taking advantage of being a woman with undertaking family role. A significant ( $p = 0.007$ ) association detected between working woman you are preferred by superiors over male executives and undertaking family role. A significant ( $p = 0.020$ ) association was detected between you feel insecure without male help with undertaking family role. A significant ( $p = 0.00$ ) association found between sympathetic to woman executives and undertaking family role. A highly significant ( $p = 0.000$ ) association was found between generally employer/boss extends concessions to woman executives and undertaking family role. A highly significant ( $p = 0.00$ )

association detected between organization ensures equal treatment with undertaking family role. A highly significant ( $p=0.00$ ) association found between organization ensures redressal/checking of harassment of working woman with undertaking family role. A significant ( $p = 0.041$ ) association detected between organization recognizes and gives special considerations to biological differences (Maternity) those are specific to woman with undertaking family role. A non-significant ( $p = 0.097$ ) association was found between all the ways that women have ended up feeling badly about themselves and undertaking family role.

**Association between Discrimination and Undertaking family role.**

Discrimination	Attitude	Undertaking family role		Total	Chi square ( $\chi^2$ ) P value
		satisfied	Un satisfied		
Have you ever changed job due to discrimination, either by bosses or other employees	Yes	18	00	18(18.0)	$\chi^2 = 24.439$ ( $p = 0.000$ )
	No	59 (13.0)	23 (23.0)	82 (82.0)	
Male domination in organization puts you at disadvantage or secondary	Strongly agree	23 (23.0)	9 (9.0)	31 (31.0)	$\chi^2 = 9.016$ ( $p = 0.029$ )
	Agree	38 (38.0)	(00)	38 (38.0)	
	Neutral	8 (8.0)	7 (7.0)	15 (15.0)	
	Disagree	8 (8.0)	8 (8.0)	16 (16.0)	
You being an executive is disliked by male colleagues	Strongly agree	28 (28.0)	5 (5.0)	33 (33.0)	$\chi^2 = 18.047$ ( $p = 0.000$ )
	Agree	33(33.0)	9(9.0)	42(42.0)	
	Neutral	16(16.0)	4(4.0)	20(20)	
	Disagree	(00)	5(5.0)	5(5.0)	
You being an executive is not liked by superiors	Strongly agree	13	2(2.0)	15	$\chi^2 = 4.952$ ( $p = 0.175$ )
	Agree	33(33.0)	9(9.0)	42(42.0)	
	Neutral	17(17.0)	3(3.0)	20(20.0)	
	Disagree	14(14.0)	9(9.0)	23(23.0)	
You got the job or promotion by taking advantage of being a woman	Strongly agree	16 (16.0)	0	16(16.0)	$\chi^2 = 24.439$ ( $p = 0.000$ )
	Agree	13 (13.0)	0	13 (13.0)	
	Neutral	16 (16.0)	0	16 (16.0)	
	Disagree	32 (32.0)	23 (23.0)	55 (55.0)	
Being working woman you are preferred by superiors over male executives	Strongly agree	8 (8.0)	00	8 (8.0)	$\chi^2 = 9.593$ ( $p = 0.007$ )
	Agree	21 (21.0)	4 (4.0)	25 (25.0)	
	Neutral	18 (18.0)	2 (2.0)	20 (20.0)	
	Disagree	20 (20.0)	17 (17.0)	47 (47.0)	
You feel insecure without	Strongly	33 (33.0)	2 (2.0)	35(35.0)	$\chi^2 = 9.796$

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male help.	agree				(p = 0.020)
	Agree	18 (18.0)	10(10.0)	28 (28.0)	
	Neutral	19 (19.0)	7 (7.0)	26 (26.0)	
	Disagree	7 (7.0)	4 (4.0)	11(11.0)	
Boss is sympathetic to woman executives	Strongly agree	00	00	00	$\chi^2 = 61.413$ (p = 0.000)
	Agree	43 (43.0)	(00)	43 (43.3)	
	Neutral	30 (30.0)	4 (4.0)	34 (34.3)	
	Disagree	4 (4.0)	19 (19.0)	23 (23.0)	
Generally Employer/Boss extends concessions to woman executives.	Strongly agree	00	4 (4.0)	4 (4.0)	$\chi^2 = 79.467$ (p = 0.000)
	Agree	40 (40.0)	4 (4.0)	44 (44.0)	
	Neutral	37 (37.0)	00	37 (37.0)	
	Disagree	00	15 (15.0)	15 (15.0)	
Organization ensures equal treatment	Strongly agree	8 (8.0)	00	8 (8.0)	$\chi^2 = 30.339$ (p = 0.000)
	Agree	37 (37.0)	4 (4.0)	41 (41.0)	
	Neutral	32 (32.0)	12 (12.0)	44 (44.0)	
	Disagree	00	7 (7.0)	7 (7.0)	
Organization ensures redressal/checking of harassment of working woman	Strongly agree	12 (12.0)	00	12 (12.0)	$\chi^2 = 16.291$ (p = 0.000)
	Agree	44 (44.0)	8 (8.0)	52 (52.0)	
	Neutral	13 (13.0)	5 (5.0)	18 (18.0)	
	Disagree	8 (8.0)	10 (10.0)	18 (18.0)	
Organization recognizes and gives special considerations to biological differences (Maternity) those are specific to woman.	Strongly agree	15 (15.0)	9 (9.0)	24 (24.0)	$\chi^2 = 52.081$ (p = 0.041)
	Agree	62 (62.0)	3(3.0)	65 (65.0)	
	Neutral	00	11(11.0)	11 (11.0)	
	Disagree	00	00	00	
All the ways that women have ended up feeling badly about themselves	Strongly agree	4 (4.0)	00	4 (4.0)	$\chi^2 = 6.629$ (p = 0.097)
	Agree	17(17.0)	8(8.0)	25 (25.0)	
	Neutral	35 (35.0)	5(5.0)	40 (40.0)	
	Disagree	21 (21.0)	10 (10.0)	31 (31.0)	

## Summary, Conclusions and Recommendations

The main objective of this study was to elaborate phenomenon of Discrimination. The relationship was measured between discrimination and undertaking family role respectively. The association between the above mentioned variables i.e. independent variables and dependent variables were measured by using Chi Square test. The findings of the study revealed that majority of the respondents change their jobs due to discrimination by their bosses and employees in respective organizations.



Most of the female employees were of the view that male domination in organizations has put them in disadvantage or secondary positions. Respondents agreed that they are disliked as being executive by male colleagues and superiors and considered them less smart than the male workers. Respondents were also of the view that they are not preferred being woman by their male executives.

Most of the respondents felt insecure without male help. The study concluded that job discover on the basis on gender was not in existence inspite of male dominance.

Woman as an executive had equal opportunity to perform alike with men and were enjoying all the perks and benefits like promotion and incentives with men without receiving any sympathetic considerations for organization rather an equality and treatment on part of organization was prevalent for both the genders. Women had access to all the privileges given to them by United Nations such as maternity leave etc.

A high level of admiration was discovered for women as executives as had the capacities to initiate any strategy at the workplace. The leadership qualities emanated from women were highly elegized, however had problems in efficient management at household level while taking care of families members. Women as an equal partner to the male to be encouraged into working environment without any apprehensions being mistreated at the hands of male bosses. Proper trainings and seminars need to be organized from time to time wherein working women are given proper opportunity without any fear and opportunity to speak up for the agonies they are faced with in the working environment.

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