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Educated Working Women and Their Work-Life Conflict and Work-Life Balance

Munazza Mahmood
Syed Asad Abbas Rizvi
&
Memoona Bibi
Department of Education
International Islamic University Islamabad

Abstract

It is a fact that women are effectively supporting men in financial perspectives since ages but different problems such as attitude and prejudice of society members adversely affect the utilization of their talent and working abilities .The objectives of this study were to (a) find out the work life conflict and work-life balance of working women' (b) explore up to what extent problems related to work-life conflict and work-life balance are affecting their work and family, (c) investigate the perceptions of working women to balance the work and family. A sample of 65 working women from different fields i.e. teachers, doctors and bankers was selected through stratified convenient sampling technique. Five Points Likert scale was used as instrument to collect data. Data were analysed by calculating Mean and presented in Bar Charts. On the basis of findings it is concluded that status of working women and work-life balance is affected by many problems including work-load, family support, harassment, fear and anxiety etc. It is recommended that proper check and balance, equal chance of decision making and security level of the working women in their work place might be maintained for work-life balance of working women.

Keywords: Working Women, Work-Life Conflict, Work-Life Balance.

تلخیص

یہ ایک حقیقت ہے کہ قدیم دور سے دورِ حاضر تک خواتین مردوں کی معاشی لحاظ سے مؤثر مددگار رہی ہیں۔ لیکن مختلف مسائل جیسے افرادِ معاشرہ کا رویہ اور تعصب خواتین کی قابلیت اور کام کرنے کی صلاحیت کے مؤثر استعمال میں رکاوٹ بنتے ہیں۔ اس تحقیق کے مقاصد درج ذیل ہیں۔ (الف) بر سر روزگار خواتین کی نجی زندگی اور کام کے درمیان تنازعہ اور ان میں توازن معلوم کرنا۔ (ب) یہ معلوم کرنا کہ کام کے دوران پیدا ہونے والے تنازعات خواتین کی نجی زندگی پر کس حد تک اثر انداز ہوتے ہیں۔ (ج) گھر اور کام کو متوازن کرنے کے بارے میں بر سر روزگار خواتین کی رائے معلوم کرنا۔ ۶۵ بر سر روزگار خواتین جو مختلف شعبہ ہائے زندگی سے جن میں تدریس، طب، بینکاری شامل تھے، بذریعہ سہولتی نمونہ بندی منتخب کی گئیں۔ ۵ نکاتی لکرٹ کے پیمانے سے مواد اکٹھا کیا گیا۔ اوسط کے ذریعے مواد کا تجزیہ کیا گیا اور بار چارٹ کے ذریعے پیش کیا گیا۔ حاصلات کی بنیاد پر یہ نتیجہ اخذ کیا گیا کہ بر سر روزگار خواتین

کی موجودہ حیثیت اور روزگار، گھر میں تنازعہ بہت سے مسائل کی وجہ سے ہوتا ہے جن میں کام کا دباؤ، خاندان کا تعاون، ہراسگی، خوف اور پریشانی وغیرہ شامل ہیں۔ اس تحقیق کی بنیاد پر یہ تجویز کیا گیا ہے کہ مناسب جانچ و توازن کا نظام، فیصلہ سازی کے مساوی مواقع اور کام کی جگہوں پر حفاظت کا معیار بڑھانے سے جائے روزگار اور نجی زندگی میں تعاون کو بہتر بنایا جا سکتا ہے۔

کلیدی الفاظ: بر سرِ روزگار خواتین، روزگار و نجی زندگی میں تنازعہ، روزگار و نجی زندگی میں توازن۔

Introduction

The idea of work-family balance has been utilized to clarify the balance between obligations at work and duties outside work. Having a balance in the work and family domains infers that this harmony is required within the required extent for the concerned person. Adjusting of work and family varies among individuals. Some prefer to spend more of the time at work and give less time to family, while others prefer that their activities do not interfere their family life. So as a conclusion, work and family balance might be defined as having adequate control and self-governance over the work and family domains.

Voyandoff (2005) contended that work and family are the two most essential aspects in individuals' lives and thus, work and family can cause conflict if they contend with each other. Work and family, however, are coordinated and can supplement each other. Indeed, the positive side of the work and family can upgrade the prosperity of the family. Greenhaus and Powell (2006) expressed that the experiences in a single role may enhance individuals' feeling of prosperity in different roles and their personal satisfaction.

Work-family issues vary across different nations as they are affected by factors at the micro and macro level which fluctuate among the countries. The macro level differences incorporate contrasts in the social, financial, authoritative and mechanical frameworks. These factors give certain ramification to employees who try to juggle their work and family domains (Joplin et al, 2003; Poelmans, 2003; Sheridan & Conway, 2001). Diverse working options and family-accommodating work policies are highlights noticeable in developed nations instead of developing nations (Lewis & Ayudhya, 2006).

According to “Neilson women of tomorrow study” (2011), in past most of the women were only bound to their kitchens, factories, farms or shops where they were working. There were only a few women who were educated and they were facilitated with the cooperating attitude of their fathers and husbands towards women’s work. With the passage of time the developing knowledge economy has given a chance to women to enlighten themselves with the higher education. They are not only empowered by the education but education also give them very powerful professions also. In the result of that empowerment today working mothers are fulfilling their family responsibilities and also trying to fulfilling the responsibilities in their careers.

The efforts of working women to coordinate, arrange and balance many issues and activities in their different roles also put them under pressure (Mitnick, 2006). It is also found in Welford (2008) study on work life balance that there is a high percentage of individuals who feel that many of the health problems are caused by the work specifically the rise of stress.

A good chunk of research work on work-life balance has presented some of the important points relating to the problems with family responsibilities (Bell, Rajendran & Theiler, 2012). Most commonly work-life balance is related to working time, flexibility, social security, family, migration, demographic changes and free time (Amstad, Fasel, Elfering & Semmer, 2011).

Work-life balance is a broad and complicated phenomena that contains no specific definition for it (Maxwell, 2004; Greenhause et al, 2003). It is defined by Greenhaus et al (2003) that work-family is the "extent to which an individual is busy and satisfied with his or her work and also with the family responsibilities". We can also define work-life conflict as a "type of multiple roles conflict in which the individual has pressure from the work and family as well (Greenhaus, Collins & Shaw, 2003). Work family conflict can be a source of stress for working women and it negatively affects the job and personal life satisfaction of working women (Frone, 2003; Kossek & Ozeki 1998). It is true that both male and female experience the negative consequences on job and personal life but it is found through researches that women face more problems than men during their work-life conflict (Ungerson & Yeandle, 2005).

Nowadays in this competitive world, the problem of work-life balance has arisen the attention of many researchers and institutions to work towards the effects of work-life conflict on professional and personal life of working women. It is to be showed in literature that the combination of work-life balance creates a relation between both professional and personal life of working women and in the case of negative relation it cause the job dissatisfaction that can be harmful for the organization (Tomazevic, Kozjek & Stare, 2014).

Women of India have attempted to build up a character and make an existence space in social and also work associations (Druskat & Wheeler 2003, Durham, Knight & Locke, 1997). Work-life balance, in its broadest sense, is characterized as a 'fit' between the different parts in a person's life (Hudson, 2005). Thus these practices incorporate adaptable work hours (e.g., flexible schedule, which allows workers to fluctuate their starting and ending time by completing the certain provided hours for work; little work week, in which workers work an entire week of hours in four days and take the fifth off), working from the home (telecommuting), sharing an all-day work between two workers (work sharing), family leave programs (e.g., parental leave, adoption leave, onsite childcare, and money related or potentially enlightening help with childcare and eldercare services.

There are changes in substantial part because of a huge social move in parental point of view that is, an expanded acknowledgment of giving education to young girls that considers the feasibility of women working outside the home, contributing economically to the family and also seeking for a career. Analysing the Indian ladies in the workforce, rates of female workers in rural regions are 31 percent and 11.6 percent in urban regions. Indian women held essential role in politics, social organizations and administration. There is a requirement for educated women to achieve high state in the government and the number of women in the corporate area is progressively developing (Tomazevic, Kozjek & Stare, 2014).

It is to be investigated that most of the time tension within work and family is achieved by the change of marriage and family life. At the individual level, marriage and family working have turned out generally to be individual decisions and responsibilities, making the balance of both more powerless (Ahmed, 2011).

It is found in a research of senior working women in public and private firms that most of the women search for work from financial need and for individual objectives. Women in lower to socio-financial status look for money opportunities and those in the upper middle class seek a career for professional goal. Mostly working women express a worry of being insufficiently prepared to lead such intercessions and feel challenges to go up against such a role. In majority of the accessible literature, the issues faced by Indian women are mostly limited to technical issues that affect the business efforts or inspiration and stress-related issues.

Statement of the Problem

There is a positive effect of working women on their families and children but still they are facing many work and family related problems that affect their performance in the workplace. So the question to be investigated was; What were the major problems faced by educated working women and what were the perceptions of educated working women about their problems and work conflict?

Objectives

Objectives of the study were to;

- find out the major problems faced by working women and their work conflict and work-life balance,
- explore the extent to those problems affecting their work and family,
- investigate the perceptions of working women to balance the work and family,

Research Questions

- What are the major problems working women are facing in their work performance?
- To what extent these problems affect the working women for balancing their work and family?
- What are the major techniques which are used by working women to balance their work and family and overcome work-family conflict?

Research Design

The research design of the study was quantitative in nature and survey method was used as a source of data collection. Woking women from Islamabad belonging to different professions i.e. teachers, doctors, bankers, NGOs workers and administration staff were the population of study. A total of 65 working women were selected for data collection. Sample of the study was selected using stratified random sampling. Questionnaire was used as an instrument for data collection. Questionnaire was based on Five points Likert scale i.e. Strongly Agree, Agree, Neutral, and Disagree and Strongly Disagree. Data from the selected sample was collected on five themes including work-life conflict, women earning potential, house-hold responsibilities, financial needs and sexual harassment. Data for the study were collected by the researchers through personal visits. Questionnaires were distributed among the strata's of institutions and duly filled in questionnaires were collected back by the researchers. Data were analysed by calculating the Mean Value of each theme and were presented in Bar Chart forms. Data for each theme were analysed on five point Likert scale.

Literature Review

In recent century it is trended that there should be at least two earning members in a family. This trend emerged because of working women specifically mothers who enter in the corporate world (Piotrokowski, Rapoport, & Rapoport, 1987; Matthews & Rodin, 1989; Dalton, 1989; Duffy & Pupo, 1992). Along this researchers have also explored the initiative of working women in the entrepreneurial aspect worldwide (Ahmad, 2011).

It is clear that married working women are participating in the progressing world, but they are still the main child care takers in the home and men are considered the relax members at the home (Hochschild, 1989). Because of this, the researchers agreed to investigate the interdependence of roles of work and family because it was considered that balance work-family roles did not have effect on the well-being of society (Edwards and Rothbard, 2000) and physical health (Frone et al., 1997). Many western researchers have also explored the concept of work-family balance and work-life conflict (Berg et al., 2003; Frone, 2003;

Rossi, 2001; Marcinkus et al., 2007; Young, 1999) whereas a very few studies have been done on this concept in Pakistan and there is a need to explore the different social issues in Pakistan that are affecting the work and family of working women.

It is argued by Jahan (1975) that most of the time women cannot express their problems and they fail to gain attention of researchers and considered non-visible and un-organized. But the situation has gradually changed and participation of women in labour market has increased especially since mid of 1980s (Mahtab, 2007). It was explored by the Ralston (1990) that working women having tough duties face more work-family problems than those working women who have flexible duties.

Too much working hours cause work-family conflict and working women face many of the problems (Piotrkowski et al, 1987). Most of the problems they face are caused by their family and relatives. Most of the time permission is required to the women from their male members of family to go out of home for job although they have more choices to find a job than men. Unfortunately most of the time women at the work place are treated as "women", most of the time they are not supported by their male colleagues and they feel that they do not have enough skills to work with them. Sometimes it is difficult for working women to stay late hours at the work place or to come on off days, so they are considered unfit for job and sometimes it is considered that they do not have any decision power. Because of these reasons most of the working women face many challenges for their work-life balance (Mahtab, 2007). Most of the time working women also face problems due to socio-cultural dynamics of families or too much work load on working women because of which they face problems to justify their job to their families and emerging psychological and health problems (Nabi, Abdullah & Gopang, 2011).

Work Life Balance

The Work-life balance has been defined by the Hudson (2005) as a "level of adjustment" between different roles in the life of an individual. Recently literature has reflected that more women are working nowadays in the corporate sector as compared to the past and because of this the responsibilities of working women have increased than before (Mathew & Panchanatham, 2009). A lot of pressure from the workplace creates imbalance for the working women between their job and family. Some of the major elements that create imbalance between work and personal life are "over workload, care of dependents, time management and support from family and colleagues" (Peeters, Montgomery, Bakker & Schaufeli, 2005). It is also true that working women face overload from family and workplace both and the basic duty of a women is considered to play many roles at home including being a spouse, caretaker and parent, performing daily household activities and sometimes providing services to community and society (Clark, 2000; Ungerson & Yeandle, 2005).

Work-life balance is considered to be the key problem for all working women because nowadays the ratio of dual-earner families become high and it is common to work with high working demands and long working hours (Bharat, 2003; Komarraju, 1997; Rajadhyaksha & Bhatnagar, 2000; Sekharan, 1992).

Work Life Conflict

Mostly work-family conflict occurs when there is a great interference of work role with personal life demands of a working woman (Greenhaus & Beutell, 1985). It is explained by the Khan et al. (1964) that work-family conflict is a kind of role-conflict in which a working women is pressurized by a role within workplace and on the other side from the family domains in some respect. Literature has shown that there are three types of work-family conflict including;

- Time management conflict
- Strain-based conflict;
- Behavior-based conflict.

Major components that can be cause of work-life conflict are; household responsibilities, workplace environment and financial needs. It is natural that large families demand more time management than small families and large families are also supposed to have high rate of work-family conflict than small families (Cartwright, 1978). The reasons for work-life conflict have been explored in which most common are responsibilities of child care, working hours, monthly salary and organizational environment. Many kinds of work-family conflict are created because of physical and psychological work demands Pleck et al. (1980). If the working hours at the work-place are suitable for a working woman then it has a positive relationship with the work-family balance (Burke et al. 1980b; Pleck et al., 1980; Bohen & Viveros-Long, 1981). It is found by Burke et al. (1980) that most of the time work-family conflicts are followed by the work stressors that include rate of work environment changes, boundary spanning activities involvement, communication stressors and attention to do work.

Results of past researches show that Work Family Conflict (WFC) is identified with various negative job attitudes and outcomes including lower job satisfaction and more tendency to leave a position. Barnett (1998) found that ladies who had different life roles (e.g., mother, spouse, and representative) were less discouraged and had higher confidence than ladies who were more satisfied in their marriages and occupations contrasted with ladies and men who were not married, jobless, or childless.

Work/life adjust is out of control when the pressure from one role make it hard to agree to the demands of the other. This is known as work/life conflict. This implies if people don't feel they have a good combination of work and non-work roles, they may encounter

contrary or clashing results. This suggests a bi-directional relationship where work can disturb with non-work duties (work/life conflict) and the other way around (life/work struggle). Dileepkumar (2006) has also explained some of the issues that are faced by the working women which include lack of finances, dominance of male members, limited flexibility, lack of education, duly required duties as mother and employee and less motivation for achievements by family and workplace also.

According to Rizvi and Gupta (2009), those activities that are sponsored by government are beneficial only for a small section of working women namely the urban middle class. This benefit can be because of their higher level of education, their access towards information and their family support towards work. In past, in India the female workforce was mainly working in non-managerial, subordinate or low profile positions. But now almost they have all categories of positions in their workplace for women. These work cultural changes have valued to the duties of women and their responsibilities towards their family and also towards society (Mathew & Panchanatham 2009a; 2009b). Because of these positive developments nowadays more and more women are agreed to join the workforce and in most of the workplaces their work-roles are limited. This phenomena has worked towards the work-family balance and to reduce the work-role conflict. Peeters, et al. (2005) had identified that pressures from the job and family domains are usually contradictory that give rise to the work-life conflict and imbalance.

Balancing Work-Life Conflict

There are many factors that are responsible for affecting the personal and professional lives of the working women in western countries. There are many studies that have been conducted to find out the reasons of Work Family Conflict (WFC) and Family Work Conflict (FWC). The major factors identified by many studies include; job and family balance, job satisfaction, autonomy, fair payment, flexibility of working schedules and having the decision power. Beside these factors, there were also some personal factors that were identified including self-care, quality time with spouse, children, family and friends and most importantly time management to balance all these factors with their job. It is observed that job satisfaction of working women is reduced due to arising between these job and professional conflicts that is causing imbalances and stress in the lives of working women (Kilmartin, 2002).

In Australia and New Zealand (Bardoel et al, 2008) research on work-life identified that demographic and changing nature of the work also cause work-family conflict among working women.

Problems Faced by Working Women in Pakistan

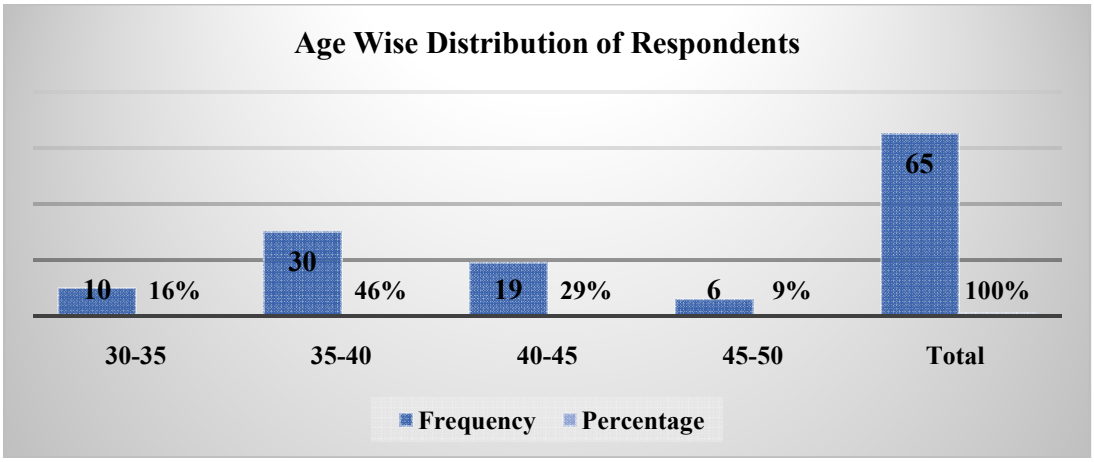
Talking about Pakistan, there are certain areas where women are considered as a cheap labour and they are paid lesser amount as compared to that of male folk. Most of the time women working place is not of such design that they can feel comfortable during their working hours. Sometimes unfriendly and oppressive behaviour of the male employees towards female employees is not only an institutional or national problem but it is also a worldwide problem for working women, where the main focus is on the productivity and profit ratio rather than human welfare. One of the main causes of work-life conflict and work-life balance for working women in Pakistan is considered to be the poor transport system. It is considered that most of the time public transport is costly and rarely available for working women. In Pakistan unfortunately government is still unable to provide enough transport facilities to the working women even in the major cities of the country (Hyder, 2009). It is found by the researches that at work place most of the time women face problems and challenges related to harassment, psychological pressures, less support from their colleagues and family and these all cause to lead them towards the work-life and work family conflict and they considered themselves to be unable to manage their dual responsibilities towards work and family (Hyder, 2009).

Role of Organizations in Work-Life Issues

In every culture organizations are considered the main component of any nation, and these are the organization who implement the many practices of work-life balance that are beneficial for reducing the work-life issues and also enable the workers to be more effectively at their work and in the performance of their work roles (Duffy & Pupo, 1992). Nowadays it seemed that organizations are continuously pressurized to design different kinds of practices that will be beneficial for the efforts of employees to perform their personal and professional duties. There are many organizations who take steps to facilitate their employees to balance their work and family responsibilities effectively. Many of the policies including flexible working hours, part-time work, job-sharing, compressed work weeks, telecommunicating, parental leave and on-site child care facility have also been initiated to facilitate the working women on their workplace (Lazar, Osoian & Ratiu, 2010). A variety of health benefits and well-being of employees including health insurance for the employees and family, access to programs and services for the cake of encouragement to fitness for mental and physical health are also offered by the organizations.

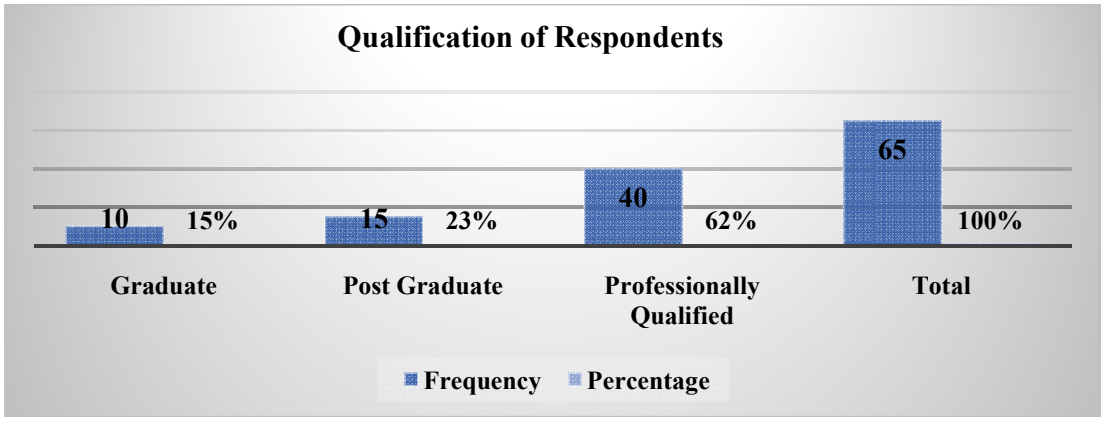
Data Analysis

Age of the Respondents



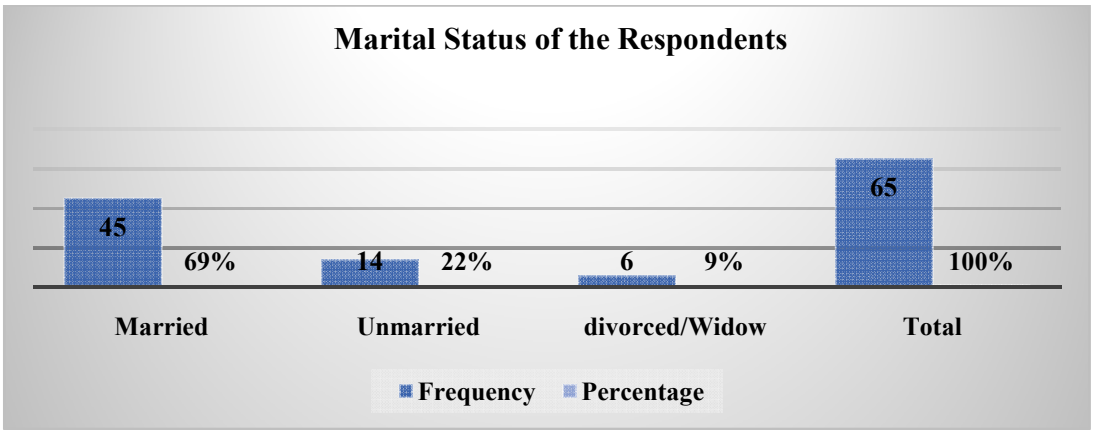
Data describes the age wise distribution of respondents which shows that 16% respondents were from 30-35 age, 46% respondents from 35-40 age, 29% respondents from 40-45 age and 9% respondents were from 45-50 age group. So the analysis shows that most of the respondents were from 35-40 age group.

Qualification of the Respondents



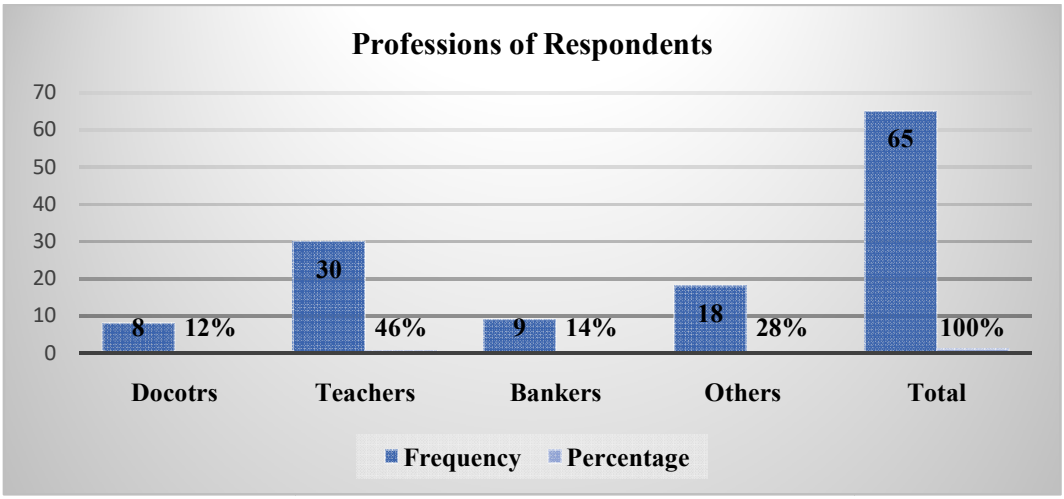
Data labels the qualification of respondents. 15% respondents were graduate, 23% post graduate respondents and 62% were professionally qualified. So the analysis shows that most of the participants of this study were professionals including teachers, doctors and bankers.

Marital Status of the Respondents



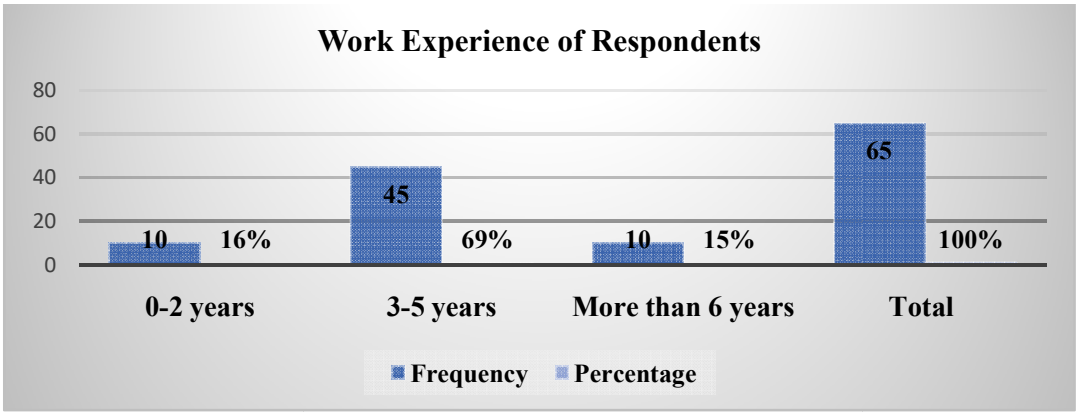
Data presents the marital status of respondents which indicates that 69% respondents were married, 22% respondents unmarried and 9% respondents were widow/divorced in this study. According to the analysis majority of the participants were married.

Professions of the Respondents



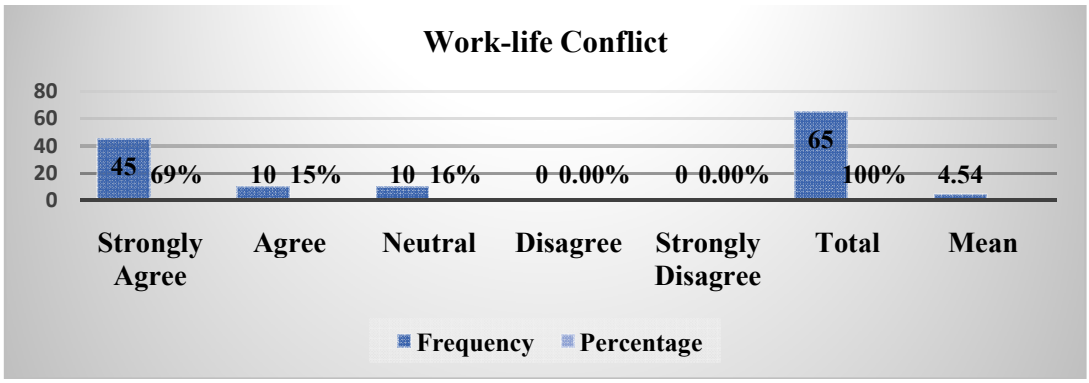
Data highlights the professions of the participants according to which 12% were doctors, 46% were teachers, 14% were bankers and 28% were of other professions including NGOs workers and administration staff members. So it indicates that majority of the participants were from teaching profession.

Work Experience of Respondents



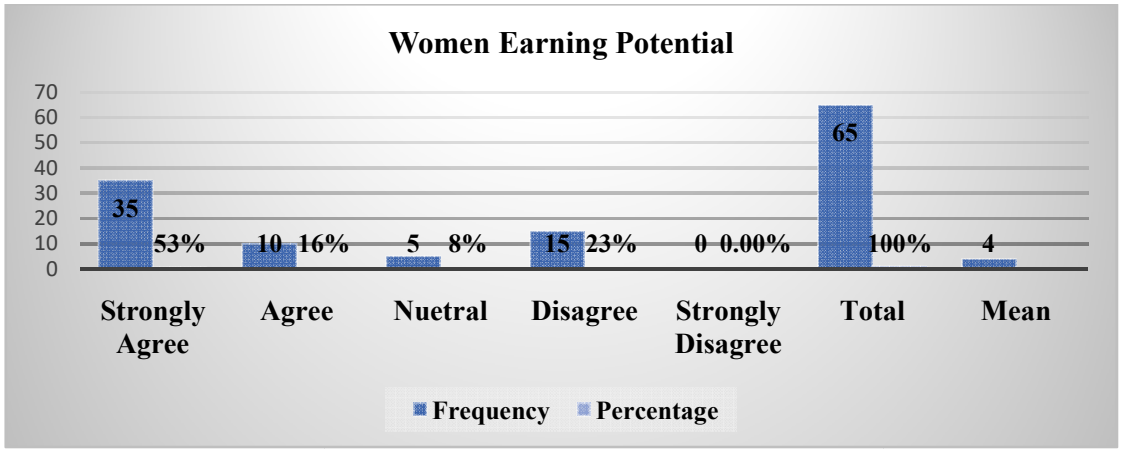
Data indicates the work experience of respondents. 16% respondents were with 0-2 years' experience, 69% with 3-5 years' experience and 15% with more than 6 years' experience. So majority of the respondents were with 3-5 years' experience.

Work-life Conflict



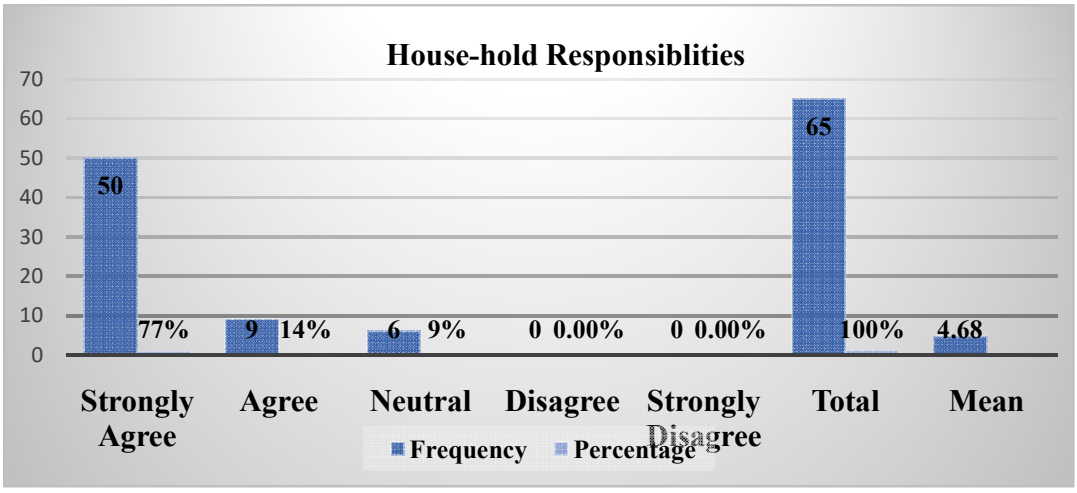
Data presents the summary of work-conflict theme of working women participated in the study. It is analysed from the collected data on this theme that most of the participants were of the view that high demands of work had related with their personal lives negatively and it has caused the work-life conflict. They also agreed that responsibilities of their personal life have also affected their responsibilities at work including daily tasks and working overtime. They were of the view that due to the work-life conflict they were facing mental stress for managing dual roles at a time. At the same time there were also some respondents who were neutral about the work-life conflict and they were of the view that work load and family responsibilities are not affecting their dual roles. The mean value 4.54 of work-life conflict analysed that work roles and house responsibilities cause the work-life conflict for most of the working women.

Earning Potential



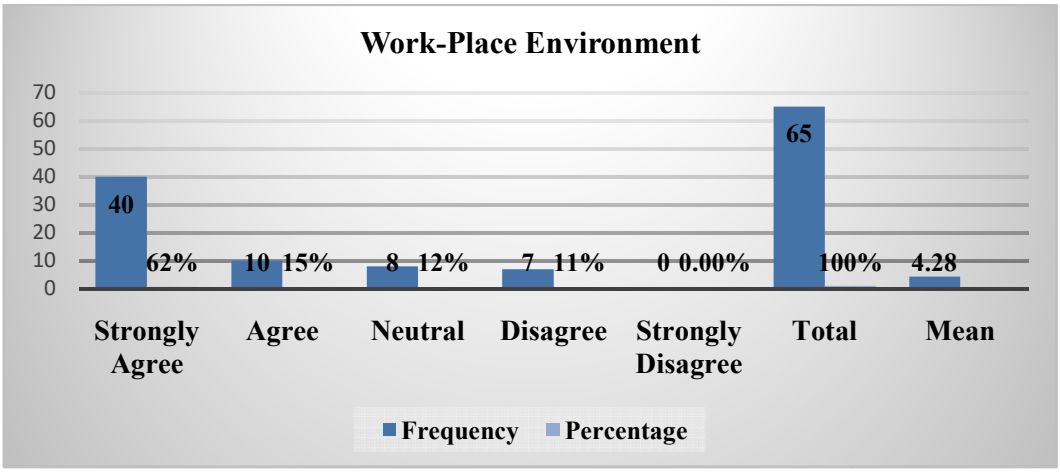
Data describes the analysis of women earning potential theme. It is revealed from the data that majority of the participants have views that most of the time promotions in their departments were not made on the merit basis but on favouritism and personal biasness. They were also of the view that it takes too much time to get promotion for the female staff as compared to male staff at workplace. Most of the participants were agreed that most of the time choice of part-time job is not welcomed in their respective department. At the same time some respondents were of the view that having part time job does not positively affect the work-family balance but it causes work-life conflict. The mean value "4"of this theme shows that most of the time working women are not welcomed for part-time job by their departments and promotions are not made on merit basis.

House Hold Responsibilities



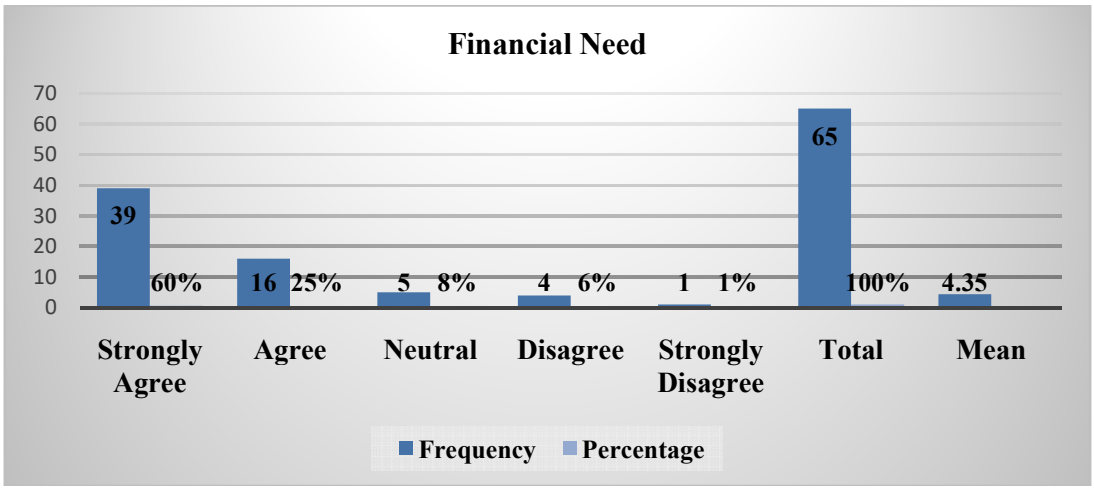
Data analysis reveals that majority of the respondents agreed that daily home tasks cause the work-conflict for working women in every profession. They were also of view that positive attitude and helping psychology of husband towards women's work help to reduce the work-family conflict for many times. Respondents also agreed to the statement that child care responsibilities cause work conflict for most of the times towards job work. At the same time some respondents were neutral about the house-hold responsibilities, attitude and psychology of the husband towards women's work. The Mean Value "4.68" of this theme describes that house positive attitude and helping psychology of husband for women's work cause to reduce the work-family conflict for working women in every profession.

Work Place Environment



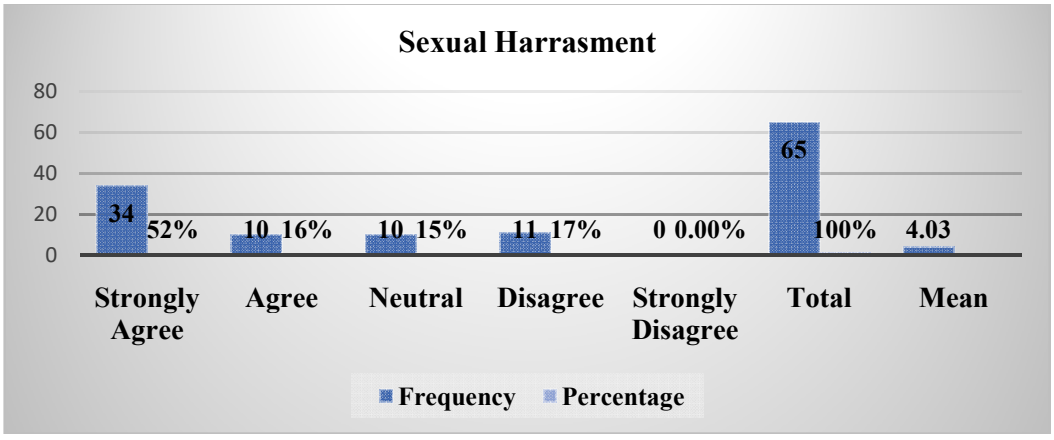
The data analysis reflects the results of work-place environment theme. Majority of the respondents agreed that supportive supervisor on work place is good towards the less work-conflict and peer help or assistance and it leads to reduce the work-family conflict. They were also in consent that most of the time health complications including mood swings, depression and concentration problems are faced because of work-place environment and problems, whereas some respondents were disagreed with the statement that their supervisor don't help them in hard times at working domain. The Mean Value "4.28" of this theme analysed that supportive supervisor helps to maintain the work-life balance and mostly health problems are caused due to work problems.

Financial Need



Data analysis indicates the results for financial need theme. Majority of the respondents on this theme were agreed that they were working to fulfil their families' financial needs and if they stopped working their lives will be disturbed because of the financial hardships of family. They were also agreed that the income of their husband is not enough to meet the financial needs and they are compelled to work to fulfil the financial needs. At the same time some respondents disagreed with the statements as they were not compelled because of their husband's income but they were doing job with their choice. The Mean Value "4.35" of this theme revealed that financial needs of the family compelled women to work.

Sexual Harassment



The analysis shows the results for sexual harassment theme. Most of the participants were agree that mostly working women face sexual abuse issue at their work place and people judge their character as they want to judge and it creates work-life conflict most of the time for working women. At the same time some respondents disagreed that they do not face any sexual abuse at work place. The Mean Value "4.03" for this theme reflects that working women do face sexual harassment at their workplace.

Discussion

Work-family structure can be affected by the setting in which the work and the family areas work in a specific domain. The work timings, descriptions of work and routines could be changed for the women across the nations. So, it is reasonable that demands emerging from work and family parts vary in different settings. The elements that influence female participation at work include attitudes, parental conducts and interest patterns, societal convictions and practices, socio-cultural practices, financial conditions, work-environment conditions and institutional policy practices. Results of the study inferred that due to dual domains responsibilities it is impossible for a working woman to balance work-family conflict and according to Peeters, et al. (2005) pressures from the job and family domains are often incompatible, giving rise to imbalance. It is analysed from the study that high demands from work and family roles cause the work-family conflict and working women are unable to do work-life balance and face health issues like stress, anxiety etc. and in contrast it is found by Naseer (2000) that work sometimes puts women into an unhappy situation, sometimes getting stuck in a situation that increases stress and they experience high stress levels, because heavy work puts a bad effect on their lives and it creates stress in their personalities. It is revealed from the results that due to much of household responsibilities working women are unable to give enough time to work and family that leads towards the work-family conflict and they are unable to balance the dual roles. Findings of the Hisrich & Brush (1988) and Chandra (1991) shows that working women suffer from difficulties in balancing their business and family life, cannot allocate much time for them and at times suffer from stress due to their failure in balancing their roles of business and family lives.

Conclusions

The structure of work-family can be affected by the setting in which the work and family domains run in specific environment. Timings, descriptions and work schedules of the work can vary between women across the centuries. So it can be understood that rising demands from the work and family roles are different in many situations and it is also viewed differently in different cultures. The working women of various professions are found in this difficulty that too many expectations from society and families are leading them towards the work-family conflict. It is observed by many studies that working women

are fighting with their family and work responsibilities to maintain a balance between these two domains. It is also found that most of the time they are unable to achieve the equality at work place for promotion and work division despite that they are educated and experienced. Beside this all, domestic responsibilities always remain the first priority for the working women and they are unable to challenge the assumptions of gender role even they are highly educated. To ensure the work-family balance and challenges of gender relations, prevailing social system might be changed. By introducing flexible working hours, better leaves policies for working women can bring a change in working places for working women by balancing work and family role simultaneously.

Recommendations

On the basis of findings following recommendations are made;

1. Organizations might have an internal system to ensure the security of the women employees.
2. Proper self-defence training can be provided to women to cope the situation of harassment.
3. Safety devices and CCTVs might be installed at the work place to ensure the security of the women.
4. Child care facilities and child care leave may be provided for the working women.
5. Flexibility in work timings can be ensured for working women.

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Dr. Munazza Mahmood is an Assistant Professor in the Department of Education, Faculty of Social Sciences, International Islamic University Islamabad.

Dr. Syed Asad Abbas Rizvi is an Assistant Professor in the Department of Education, Faculty of Social Sciences, International Islamic University Islamabad.

Memoona Bibi is Ph.D Scholar in the Department of Education, Faculty of Social Sciences, International Islamic University Islamabad.