

An Analysis of Women Legislation on Women Life At Workplace: A Case Study of Sargodha District

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ABSTRACT: *The purpose of present study was to check the satisfaction level of women regarding laws that was making for their safety and protection at work place. Legislation is said to be the law or measure that has been sanctioned by a lawmaking body or other governing authority that is responsible for overlooking its creation. The sample comprised of 300 working women of Sargodha district drawn from urban and rural settings using multistage sampling (Sargodha district). The sample was distributed equally over the three demographics strata (two urban union councils of each tehsil and two rural union councils of each tehsil). At first stage, from Sargodha district 2 tehsils were selected randomly, at second stage from each tehsil four union councils were taken randomly (two urban, and two rural) at third stage from each union council 38 respondents were taken through purposive sampling. Data was analyzed through Statistical Package for Social Sciences (SPSS) v. 16.*

The results revealed that a significant majority of the respondents were not satisfied with the legislations that was making to empowering them. The women who are aware of the legislations were also impeded by different cultural hurdles as they feel that these steps would defame them in such areas where they live.

Key words: *Women Life, Women Legislation, Workplace, Sargodha District*

INTRODUCTION

Women make up over half of the world's population and require protection and confidence to perform their duties effectively in developed countries women are performing equally but underdeveloped countries struggle with female representation due to cultural and legal factors Pakistan's legislative measures for women's protection have not significantly improved safety and wellbeing highlighting the need for further efforts. Pakistan a signatory to the UN's millennium development goals aimed to achieve women's empowerment by promoting gender equality in all fields by 2015. (United Nations, 2011).

In Pakistan, women are exploited culturally and economically since they are breadwinners, a role that increases their status amongst men. (Qadir, 2011). In Pakistan, male society members have more facilities and resources, and in poor families, girls are neglected in favor of boys. (Hamid, 2010). Under the Westminster system, a key legislation is an Act of Parliament, proposed by a group or authority, and regulated by government regulations. Administrators, legitimate appendages, and official government can act within legal limits. Women's legislation in Pakistan aims to address women's welfare and rights, empowering them at the work and household level, and promoting social, economic, and political well-being. The constitution of Pakistan guarantees equal rights and resources to all citizens, but in practice, it gets disturbed because of cultural barriers, illiteracy, poor legislation, and societal attitudes. (Qureshi. S, 2009).

Women account for more than half of the population in Pakistan, so there is a need for their effective participation if one wants sustainable development. Strengthening them through social legislation and making work safe is indispensable to boosting productivity. This study seeks to assess the effectiveness of legislation addressing female rights and well-being in Pakistan, focusing on workplace security. It will seek to establish what impact these laws have had on the lives of women and the severity of the retaliatory measures taken against perpetrators. The research emphasizes that providing security for women in workplaces is very important. The study is focused on the analysis of socio-economic and demographic characteristics of the respondents, assessment of awareness of women about their rights, psycho-social satisfaction, and workplace security resulting from legislation.



REVIEW OF LITERATURE

According to Rafi, Sadia., Nawaz, irfan., & Hussain., Abid study in 2015, working women in Bhakkar and Mianwali face greater constraints in public organizations than in private ones, which provide grounds for legislation that is more women-friendly. Nawaz, et al (2013) pointed out that the women in organizations are challenged on several issues such as low social status and under-represented participation of women that call for improved empowerment. Isran and Isran (2012) observe that women are underrepresented in the labor market because of low education and skill and household responsibilities; thus, they call for legislative actions that should address these issues.

Shahid (2008) adds that the Pakistani female status is unevenly distributed across classes, locations, and social classes. While education for women has shown improvement, systemic subordination concerning sexual orientation remains unchanged. Unterhalter, et al. 2006, shows that the female population of Pakistan suffers a lot from the social, monetary, political and budgetary rights which are low as compared to men and are also facing abuses, rapes and low

literacy rates.

Filmer, D. 2005, also assumed that due to sexual orientation gap and poor state of females,

"Pakistan ranks 132 out of 134 in the Global Gender Gap Report and 124 out of 156 in the World Economic Forum's 2007 Gender-Related Development Index due to poor female conditions and under-investment in assets.". Council members, H and King, E., M., 2004 explained that in Pakistan, women's status varies because of the financial advancement and some tribal, primitive as well as city traditions. Some women are excelling in flying, while others face resistance and lack education.

METHODOLOGY

This research has been made in order to assess the effectiveness of laws concerned with women's rights in Pakistan, focusing on security in the workplace. It tries to see the

impact of new legislation on women's security and retaliation against perpetrators. The focus of the study is the working women of Pakistan and the level of their satisfaction with the laws made by the government. A multistage sampling technique was followed, wherein 300 respondents were taken in the study from both rural and urban areas and 38 from each union council. An interview schedule was conducted for data collection with a Cronbach Alpha of 0.701. Pre-testing and detailed training sessions were also conducted; data collection was done for a period of 90 days in Sargodha District.

DATA ANALYSIS

The section explores and comprehends information related to exploration issues, which are divided into Part I and Part II: psychological mistreatment against working females in Punjab and its relationship with workplace observations. Quantitative data were analyzed using descriptive/univariate and bivariate analysis statistical techniques. Univariate analysis considered data one variable at a time. Descriptive/ univariate analysis summarized and described individual variables. Bivariate analysis described the association between variables and data. The relationship between variables was tested using Chi-Square and Gamma Tests. The study's matrix was combined to form an index variable using the SPSS package.

Table I Frequency and percentage distribution of the respondents according to their age, Education, marital status, residential area, family structure, current employment status while N=300

Demographics	Ranges	Frequency	Percentage
Age	18-23	77	25.7
	24-29	92	30.7
	30-25	83	27.6
	36-Above	48	16.0
Education	Primary/Middle	12	4.0
	Matric	27	9.0
	Intermediate	63	21.0
	Graduate	103	34.3

	Master/Above	95	31.7
Marital Status	Unmarried	157	52.3
	Married	119	39.7
	Widow	15	5.0

	Divorced	9	3.0
Residence	Rural	150	50
	Urban	150	50
Family System	Nuclear	175	58.3
	Joint	125	41.7
Employment status employee	Government	121	40.3
	Private Employee	149	49.7
	Semi Govt. employee	17	5.7
	Self Employed	13	4.3

Table I shows that the majority of respondents were educated, with only 4.0% illiterate or lower. Most were graduates and masters with 52.3% unmarried and 39.7% married. Most of the respondents were from rural or urban areas. Most belonged to a nuclear family, 58.3%, and 41.7% joint. The majority were government employees, 49.7% were private, semi-government employees, and self-employed.

Table 2 Frequency and percentage distribution of the respondents in social life, and workplace rights among others aware of government laws that protect them, safe in their jobs less manipulated by male members more exposed to exploitation and mistreatment, which includes enforcing gender power and restraining salaries, while N=300

Responses	Ranges	Frequency	Percentage
Equal Rights in Every field of life	Not at all	131	43.7
	To some extent	99	33
	To greater extent	70	23.3
	Not at all	120	40
Equal rights at work place as compare to	To some extent	91	30.3
	To greater extent	89	29.7

men

I am aware from all laws made by government for empowerment	Not at all	126	42
	To some extent	99	33
	To greater extent	75	25
Their use of law in case of suffering (harassment, insecurity)	Not at all	242	80.7
	To some extent	35	11.7
	To greater extent	23	7.6
Level of satisfaction at work place protection	Not at all	121	40.3
	To some extent	89	29.7
	To greater extent	90	36
Perception about laws making for protection at work place	Not at all	179	59.7
	To some extent	64	21.3
	To greater extent	57	19
Level of satisfaction regarding implementation of laws	Not at all	166	55.4
	To some extent	73	24.3
	To greater extent	61	20.3
Job satisfaction level	Not at all	128	42.7
	To some extent	94	31.3
	To greater extent	78	26
Family support doing job	Not at all	74	24.7
	To some extent	91	30.3
	To greater extent	135	45
Spending of money according to their own will	Not at all	131	43.7
	To some extent	81	27

	To greater extent	79	26.3
Feeling secure	Not at all	74	24.7 ^o
some extent		139	46.3
	To greater extent	87	29
Object of unnecessary	Not at all	47	15.7
glaring by male			
members	To some extent	55	18.3
	To greater extent	198	66
Salaries	Not at all	174	58
	To some extent	86	28.7
	To greater extent	40	13.3
Imposing gender	Not at all	73	24.3
authority over			
females to get	To some extent	146	48.7
unnecessary benefits	To greater extent	81	27
Awareness regarding	Not at all	114	38
laws that are made for			
the protection	To some extent	102	34
	To greater extent	84	28

The table explains that the majority disagreed with men having the same rights. Trends in the same line as those of security and awareness at the workplace and protection laws were a significant number of respondents 80.7% who had taken no legal action to address issues at the workplace. This possibly is due to cultural barriers or unawareness. Dissatisfaction with present legislation for the protection of women in the workplace was also immense, with 59.7% disapproval and 55.4% worried about the implementation of the law. Economic discrimination was the key issue, where

58% did not get the same salary. Besides, 38.0% had no awareness of the laws that protect women.

Table 3 Frequency and percentage distribution of the respondents regarding their decision behind not used legal process in case of suffering, reason of low job satisfaction level, reason of doing job, reasons of not support by family, reason of feeling insecure, type of behavior that coworker had toward them, responses when they face unnecessary glaring by the male members while N=300

	Responses	Frequency	Percentage
Decision behind not used legal process in case of suffering	I have never faced any trouble at workplace	61	20.3
	I am not aware about laws	126	42
	Fear of infamy	52	17.3
	Fear of lose the job	31	10.3
	Lack of trust on justice system	30	10
Reason of low job satisfaction level	I am satisfied with my job	64	21.3
	Low salary	45	15
	Workplace environment	102	34
	Work load	89	29.7
Reason of doing job	Financial Reasons	136	45.3
	Feeling useful	78	26
	For survival	67	22.3

Reasons of not support by family	Cultural Hindrance	34	11.3
	Office Environment not suitable for Female	98	32.7
	Marital Reasons	53	17.6
	Religious Hindrance	14	4.7
	My family support me	101	33.7
Reason of feeling unsecure	I feel secure	73	24.3
	Workplace environment	116	38.7
Type of behavior that coworker had toward them	Boos behavior	65	21.7
	Feel deprivation	46	15.3
	Cordial	86	28.7
	Withdrawn	79	26.3
	Abrasive	75	25
Responses when they face unnecessary glaring by the male members	Never face the situation of glaring	56	18.7
	Go for legal procedure	3	1
	Complaint a senior	34	11.3
	Keep silence	207	69

Table shows that 23.7% of the subjects are not have a problem at the workplace. Another

	Responses	Frequency	Percentage
Yes		77	25.7

large proportion, 42.0%, is not using legal procedures because they do not know about the legislation regarding workplace protection. Infamy, the fear of losing a job, and the lack of trust in the justice system are additional factors. Regarding job satisfaction, 21.3% were satisfied; 15.0% were dissatisfied because of low salaries; and 34.0% were dissatisfied because of the workplace environment. Financial reasons were the most common factor; the next common factors were cultural, marital, religious, and family reasons.

Table 4 Frequency and percentage distribution of the respondents regarding discussed committees for female complaints, decision-making powers, harassment laws, perceptions of protection, workplace safety, and suggestions for female employment.
(N=300)

any committee for addressing the problems of female to whom you may record your complaint	No	223	74.3
To response of committee regarding complaint	I don't go for I keep any complaint silence	233	77.7
	Yes	32	10.7
	No	35	11.6
Decision-making powers as compare to male members in organizations	Yes	112	37.3
	No	188	62.7
Awareness about harassment law 2010	Yes	57	19
	No	243	81
Facilities that are providing by the organization are balanced for both genders	Yes	132	44
	No	168	56
Perception regarding laws that are made for the protection	Yes	88	29.3
	No	212	70.7
Law up gradation	Yes	234	78
	No	66	22
Feel comfortable while sharing problems with their colleagues,	Yes	107	35.7
	No	193	64.3

Colleagues endeavor to mend their ways if they tell them their problems	Yes	81	27.0
	No	219	73.0
Their views do they consider their office environment safe	Yes	128	42.7
	No	172	57.3
Do you continue working there			
Chance of job somewhere else what they will do	Yes	179	59.7
	No	121	40.3
“Would you suggest any other female to apply for employment at your workplace”	Yes	174	58.0
	No	126	42.0

The data show that 25.7% of respondents have no gender-related committees in their organizations, which means that equal power in the decision-making process is lacking. The majority, 77.3%, reports no complaints, and the majority, 62.7%, do not know about the harassment law 2010. The majority, 81.0%, feel that facilities for male and female staff are imbalanced, and only 29.3% satisfied with government policies for protection and empowerment. Only 35.7% feel comfortable in sharing problems with colleagues, and 57.3% feel that the office environment needs to be improved. Most say they would leave the current job if they got another.

Table 5 Frequency and percentage distribution of the responds according to their suggestions for improving the security of women, while N=300

The research reveals that educated women believe in changing male attitude towards women, promoting of laws for women's empowerment and protection and enhancing job opportunities for women. It is also suggested to separate departments and promote female-only behavior. The study concludes that laws should be applied and awareness raised to empower women.

Testing of hypothesis

Hypothesis I: Higher will be the awareness about laws, lower will be the imposing gender authority.

Null Hypothesis: There is no relationship between awareness about laws and imposing gender authority

Table I Association between women awareness about protection laws and imposing gender authority

Age of the respondents	Emotions			
	Not at all	To extent	some greater extent	To Total
Not at all	101 46.1%	8 15.1%	13 46.4%	122 40.7%
To some extent	100 45.7%	36 67.9%	10 35.7%	146 48.7%
To greater extent	18 8.2%	9 17.0%	5 17.9%	32 10.6%
Total	219 100.0%	53 100.0%	28 100.0%	300 100.0%

Chi-Square = 20.331 P-Value 0.000** DF=4 level of significant = 0.05

$$\text{Gama} = -0.782$$

Table I indicates a strong relationship between women's awareness of protection laws and acceptance of gender authority; the more the awareness, the lower the acceptance of authority, so here also a negative relationship.

Hypothesis 2:

There is inverse proportion between male glaring and safety of office environment

Table 2 Association between glaring by male members and office environment safety

Education of the respondents	Emotional abuse			Total
	Not at all	To some extent	To Extent	
greater				
Not at all	63 28.8%	15 28.3%	7 25.0%	85 28.3%
To some extent	38 17.4%	24 45.3%	9 32.1%	71 23.7%
To greater extent	118 53.8%	14 26.4%	12 42.9%	144 48.0%
Total	219 100.0%	53 100.0%	28 100.0%	300 100.0%

Chi-Square = 22.331 P-Value 0.000 DF=4 level of significant = 0.05

$$\text{Gama} = -0.634$$

Table 2 indicates that there is a strong relationship between unnecessary glaring by male members and safety in the office environment. An increased glaring level brings about low safety, and vice versa. The hypothesis "There is inverse proportion between male glaring and office environment safety" is accepted.

Recommendations:

1. Empowering women with knowledge of workplace rights and protection against men's advances.

2. Placing laws pertaining to women and their protection at the workplace at the forefront.
3. Dealing and processing harassment and other violations within the framework of women safety.
4. Ensuring women's involvement in gender-based legislative actions.
5. Providing adequate training to female workers regarding workplace operations and wellbeing.
6. Comprising a committee to prevent illegitimate advances towards women and their protection.

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