

**THE IMPACT OF SOCIO-CULTURAL PROBLEMS
ON THE PERFORMANCE OF FEMALE FACULTY MEMBERS
OF THE UNIVERSITY OF SINDH, JAMSHORO**

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ABSTRACT

It can be argued that family support significantly contributes to the performance of working women. Thus family support is one of the important factors for increasing performance of the female teachers. In order to examine the level and intensity of family support, this research explores the social status of working women within family. The status of working women is directly linked to their income as well as their financial contribution to the family budget. In addition, this research also investigates the impact of the financial support to household on over all attitudes of family towards working women. In fact the financial contribution of working women improves the living standards of their families. Thus, the process of procuring support is based on mutual expectations in conscious and unconscious way. The outcome of these expectations can be found in the form of appreciation for the valuable contribution of women which generates motivation required for the effective performance of working women.

The paper also recommends the key proposals for the improvement of the performance of the working women at workplace and it also suggests the ways and means about how to utilize the family support for increasing the performance of working women at workplace.

Keywords: Socio-economic disparity, Gender discrimination, Power structure, Female leadership.

INTRODUCTION

There is a considerable diversity in position of women across classes, regions, and the rural and urban divide. Economic and social disparities have caused divide in the society. Pakistani women in our society are not considered equal to men. Thus, in the rural areas women are deprived of their financial rights. In urban areas, women have to face lot of challenges. The working women have to face socio-cultural and socio-economic problems including low respect and low wages. For instance, gender-discrimination is one of the major problems faced by

working women in our country. Thus, this research is focused on the analysis of challenges and opportunities for women in higher education.

In the rural areas, women are not equally treated. Women have to obey their families. They are not empowered to take decisions about their personal lives. Thus, they cannot take key decisions including choosing their life mates. Furthermore, local customs do not support women empowerment. They are considered dependent on their male partners (NCSOW, 1985). In addition, marriage has become a commercial activity. Social customs are made to secure economic gains. For instance, dowry has become financial package which attracts the families of bride and bridegroom.

Culture has dominant role in the society. Cultural norms and customs do not sufficiently empower women. Majority of rural women have remained illiterate thus, they have been unable to create awareness about their rights and unable to organize resistance to the injustices done to them.

South Asia is one of the sensitive regions with regard to gender issues. In this region population of women is higher than men. Women are 5% more than men. However, women are discriminated on the basis of their gender. They are financially dependent on men. In addition they also face inhuman acts including honor-killing. The laws are unable to protect women from violence. Huddod Ordinance and Qisas are also considered against the woman rights. In addition, women's witness is considered half witnesses in the court of law.

Women are not given due share in the different fields according to their population ratio. They are under-represented in the social and economic fields including education. Women's participation in education is also unsatisfactory. Nevertheless, women have proved that they can work efficiently as the men can do. In almost all fields of life women are participating. They work in the military and civil services. Most favorite profession of women is working as a teacher or medical doctor. Their number is growing day by day. In higher education too women are working as lectures and professors at universities. In the universities they are performing their duties and they are also looking after their families at their homes. Thus, they are doing challenging jobs. However, they feel discrimination, despite their increased participation in workforce (The Daily Dawn, 2017).

METHODOLOGY

The data for this paper is collected from the female faculty members of the University of Sindh, Jamshoro. Structured questionnaire

was used to collect data on the attitudes of the family and their support to working female faculty. In order to examine the co-relationship between the performance of female faculty and the family support, the data was collected about the nature of family support, sources of support and its impact on the performance of female teachers in their faculties. The data was further tabulated for the analysis.

SIZE OF POPULATION

The total number of female faculty members is 246 Out of this number 220 were randomly selected for the study.

LITERATURE REVIEW

Women are major source of cheap labor. The women are paid low wages for their work as compared to men. The work places are also unsuitable and unfriendly to women employees. The growth of the private business has also decreased the welfare of workers. The rise of big business and use of capitalistic approach has focused on the maximization of profit (Hyder, 2009).

Women workers are no less than men in terms of capabilities and skills. Since the creation of Pakistan, women have made several efforts to increase their participation in the workforce in the country. Nevertheless, they constitute only little part of the total workforce. There are misperceptions created against the women that they can't contribute to the generation of economic activities (Hussain, 2001).

Hyder, (2009), It is also fact that women are not always weak and vulnerable. At some places they are respected and they enjoy honor. In some families they enjoy active support from their brothers, sisters, relatives and colleagues. In many organizations women have been able to set examples. They have excelled in some fields and proved that they are capable of doing their jobs even under difficult circumstances. The women can perform better if the organization where they work encourage and facilitate them.

Boden (1999) women have been afraid of harassment. They do not approach police due to their fear and lack of trust. Bodden argues that women can seek help from police if law enforcement agencies are women friendly and trustworthy. According to Baines and Wheelock (1998), the fear of police is more common in women than men, and they avoid going to the police station for registering a complaint for any offending incident. It is unfortunate that citizens feel more defenseless in the presence of a police official.

Khan and Khan (2006) have explored the role of women in the maintenance of budget for household. Khan's research found that three aspects including leadership, education and economic empowerment play vital role in the maintenance of household budget. Women share the financial burden of family including loan repayment and other expenditures. They also share the expenditures such as purchase of new house or construction of house. Women living in nuclear family contribute more to the family budget as compare to the women living in the joint family. Married women also contribute more to the budget.

Kotwal (2008), this study is focused on the slum areas of Jammu city. The aim of this study was to analyze the effects of the work and environment on the living conditions of women living the city of Jammu. A sample of 100 respondents was made for this study. Structured-interviews were used for data collection. An interesting finding of the study was that the lack of education was a factor which compelled the women to work for fewer wage. It was found in this research that the due to the lack of facilities caused many health problems among women including weakness, fatigue, breathlessness, poor appetite and frequent illness.

Jahan (1975) believes that women are not organized and united. They have remained silent over the issues they face thus their problems have multiplied. This study argues that women face many problems which can be described as family related issues. The researcher shares that women are not free to go out. They have to take permission from the elders of their families.

Khan and Khan (2006) justified the reason for putting restrictions on the freedom of women. The right of freedom to women is denied in our society. This study indicates that women in the rural areas work in the agriculture fields but their work is not enough recognized. They do their jobs for whole day, but they still have face inappropriate attitudes of their male partners. Male members of family guard the women in order to protect the family honor. But one must understand the meaning of honour because in our society honour has been explained according to the wishes of male partners of women. The definition of honour varies from family to family and community to community. The criteria for judging the act of honour and dis-honour depend on the caste, community and type of family. A popular definition of honour is that woman is the possession of the family. Women are deprived of their right to freedom. The families justify the denial in terms of protection *Gharat*. In some case women are murdered if they were perceived as violators of family honour.

Karo- Kari is the form of honour-killing. Hundreds of women have been murdered in the name of honour by their male family members. The data is available only on the registered cases. Nevertheless, the cases could be increased as most of the cases of honour killing are not registered in the police stations due to the Jarga System (out of court) settlement. It is unfortunate that great number of honor-killing cases is not even reported in the print media.

Poverty is one of the major causes of the honour- killing. Women are being killed for economic reasons. If we go through the statistics we can find number of cases. For instance, in the year 2000 four women were killed in a village of Sindh. There are countless cases that happened at various places. For instance a little girl was killed by her own brother. In order save himself from punishment, he declared her as case of honor killing. The motive behind the murder was to grab land from the accused party. In such cases law does not protect women. In another story, a man killed her innocent sister and blamed her for extra-marital relations with married persons. The motive of the murderer was to marry the widow of person killed by him.

Honour crime is linked to the question of land, water, money and property and marriage. The incidence of wife-battering is so common that it is not even recognized as a pernicious form of violence against women. Even in the cases where women receive serious injuries and want to file complaints, they are advised by the police to reconcile with their husbands, as any matrimonial dispute would bring dishonor to them.

The female children are not given equal rights to play games. Thus the female children do not get enough opportunities for their physical and mental development. Thus the gender discrimination starts from the childhood of females.

There is violence against women in houses and women are harassed but the cases are not reported on media. According to Islamic Law Hudood Ordinance women have to produce four witnesses in rape cases. Women's witness is considered half as compared to male witness. Again it is difficult to prove the absence of consent in the case of sexual intercourse. There is great risk associate with the rape cases. In addition, marriage without the consent of parents can be declared invalid or illegal. In that case the marriage can be declared as Zina (Neetu I., 2009).

CHALLENGES FACED BY WORKING WOMEN

Working women have to face many problems including harassment, bullying, violence, and gender-based discrimination. They have to work in double shifts and they have fewer holidays and they are low paid. They

have to face problem of insecurity at workplace. Further the transport problems create difficulties for women to perform their duties at workplace.

Women excel in all fields. Besides, women play a vital role in economic development of the country and their contribution is nothing short of their male counterparts. However there are still several issues and problems that women have to face today. Sometimes, they are not treated equally at their workplaces and are considered as inferior to their male co-workers. In some cases they do not get the same benefits as that of a male employee. The major issues and problems that women face in their work places include unequal pay, security and harassment. The Criminal Law (Amendment) Act, 2010 and the Protection against Sexual Harassment of Women at the Workplace Act, 2010 are important steps taken by Government (The Daily *Dawn*, 2017).

The world of work today is very complex and difficult as compare to the compare to world of work in the past. Advances in technology plus the evolving work and family roles of women in this country have contributed to the work environment of the 21st century. The financial demands on the Pakistan families are increasing day by day. The high cost of living, increasing expenses on education of children, increasing cost of housing properties in Pakistan force every family in Pakistan to look for ways and means of increasing the household income. The house work load and official work put more pressure on them. They are considered responsible for child. In this way women have to work under the difficult circumstances (The Daily *Dawn*, 2017).

As a result, women in Pakistan who were mostly known as homemakers of their homes are forced to go for that were considered only suitable for men such as working in night shifts in call centers Pakistan. Today women are also employed in male-dominated fields such as law, professional sports, the military, law enforcement, fire fighting and top-level corporate positions.

Working women in Pakistan are facing with lot more challenges than their counterparts in the other parts of the world. It has been anticipated that to fulfil multiple roles simultaneously would result in increased stress and hence women are facing competition and challenges at workplace, home and society. The major factors contributing to poor conditions of women in our country include low literacy rates, lack of mobility, social and cultural taboos, family norms and lack of support system that impede their active participation in the national economic activity (Daily *Dawn*, 2016).

FEMALE LEADERSHIP IN HIGHER EDUCATION: CHALLENGES AND OPPORTUNITIES

There is a substantial amount of research which highlights the challenges faced by working women in the field of higher education. An over view of the higher education institutions suggest that there is the lack of equal representation of female within the population of teachers. This research study analyses variety of challenges faced by female faculty. Finally it provides recommendation based on the data provided by female faculty to solve the issue. Higher education in our country currently facing numerous problems which are discussed as under: First set of issues is related to the management of facilities. The management issues include the ineffective administrative systems and physical infrastructure. The universities are facing not only administrative issues but also the problem inadequate physical infrastructure. The Higher educational institutions need to develop their infrastructure and to upgrade the existing facilities in order to survive in the competitive educational market. The Public sector universities have to upgrade the campus facilities including student accommodation.

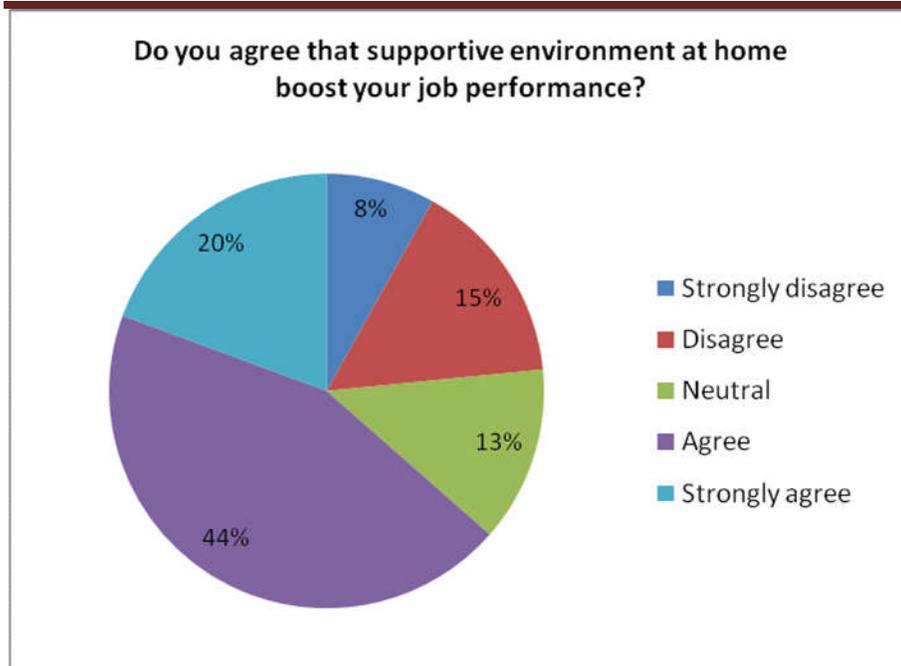
DATA ANALYSIS

IMPACT OF FAMILY SUPPORT: RESOLVING ISSUES

TABLE-1
SUPPORTIVE HOME ENVIRONMENT AND PERFORMANCE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	18	8.1	8.1	8.1
	Disagree	34	15.3	15.3	23.4
	Neutral	29	13.1	13.1	36.5
	Agree	98	44.1	44.1	80.6
	Strongly agree	43	19.4	19.4	100.0
	Total	222	100.0	100.0	

Source: Survey Study.



FINDINGS

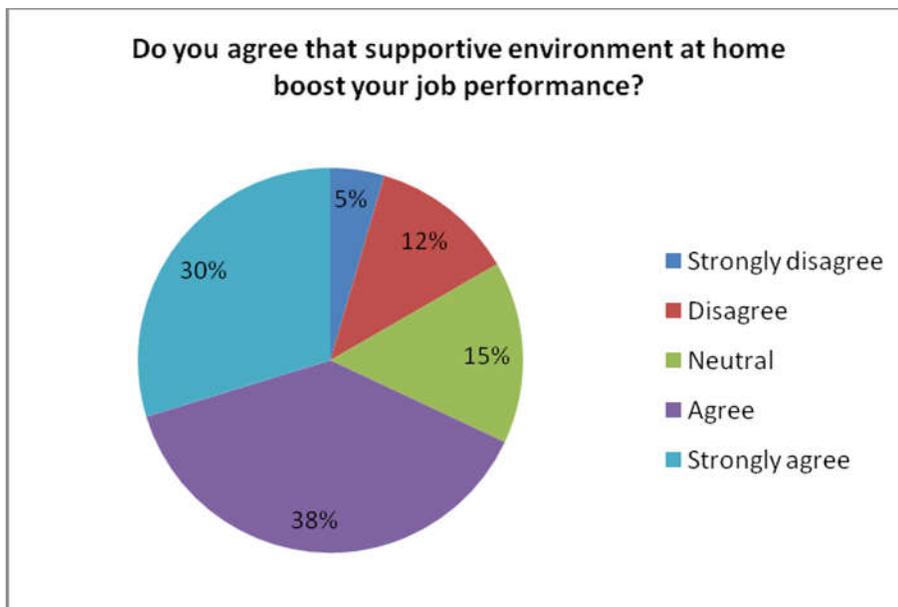
There is no doubt that support environment at work place bring lot of positive changes in the structure and working culture of the organization. Conducive environment enables the faculty members to properly manage time and allocate enough time for research and teaching.

In addition, they also can spend some time on career counseling are career advice to the students. Good working environment boosts the performance of the faculty members perform teaching and research duties but also help them to progress in the field of their career development.

The faculty members can realize that they are able to advance their careers along with working for the organization. Thus, it promotes loyalty among the faculty members with the university. This table indicates that 20% faculty members strongly agree that supportive environment at workplace change the culture of organization.

TABLE-2
IMPACT OF FAMILY ON JOB PERFORMANCE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	10	4.5	4.5	4.5
	Disagree	27	12.2	12.2	16.7
	Neutral	34	15.3	15.3	32.0
	Agree	85	38.3	38.3	70.3
	Strongly agree	66	29.7	29.7	100.0
	Total	222	100.0	100.0	



Source: Survey Study

FINDINGS

Friendly environment at home has positive impact on the way people work. If they are supported at home and at workplace they give better performance. Female workers facing troubles at home are not able to perform effectively.

Similarly, if they are facing work related problems at the departments, they can do over and above.

Highest percentage of the responses in this table 2 provides enough evidences that the work performance is directly related to environment of home. It indicates that family support in crucial times is one of the key factors for improvement of the performance.

TABLE-3
FAMILY ISSUES AND PERFORMANCE

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly disagree	41	18.5	18.5	18.5
Disagree	87	39.2	39.2	57.7
Neutral	48	21.6	21.6	79.3
Agree	40	18.0	18.0	97.3
Strongly agree	6	2.7	2.7	100.0
Total	222	100.0	100.0	

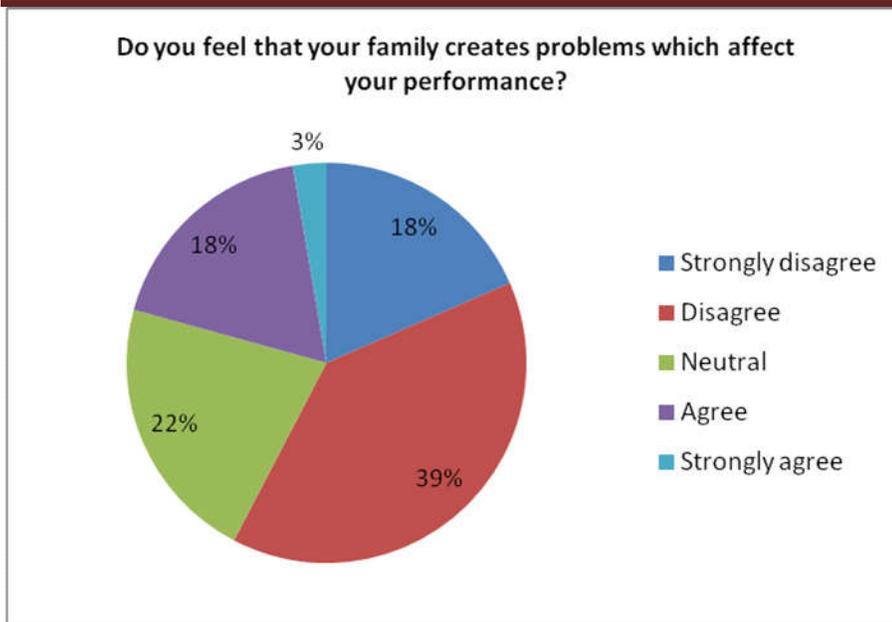
FINDINGS

39% respondents are of the view that their family does not create problems which actually affect the performance of the female faculty members. Nevertheless, the family support can be considered as positive factor for the performance of women.

18% respondents believe that family sometimes creates problems which affect their performance.

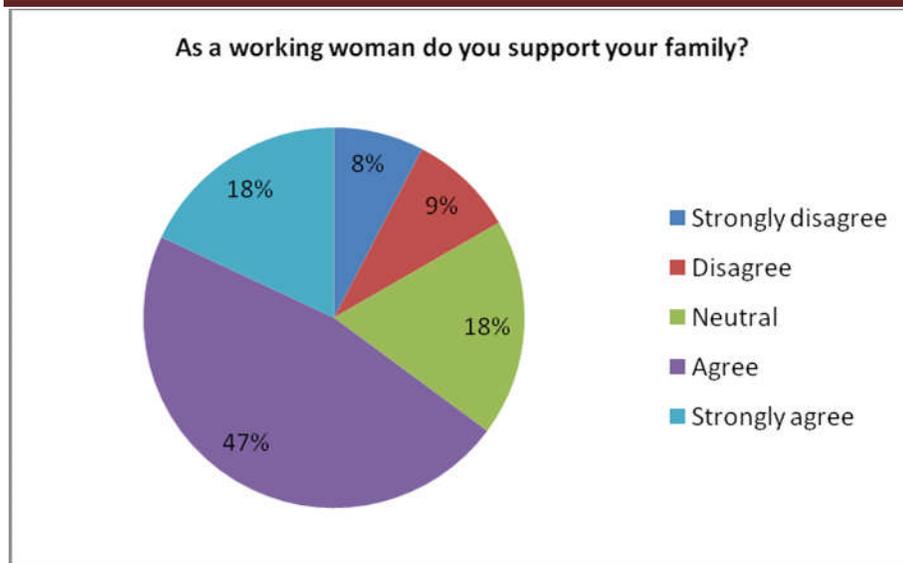
21 % respondents remained neutral and did not want to share their views regarding the role of family.

The table indicates that relationship exists between the performance of women and family support. The lack of family support negatively affects the performance of women at workplace.



**TABLE-5
AS A WORKING WOMAN DO YOU SUPPORT YOUR FAMILY**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	17	7.7	7.7	7.7
	Disagree	20	9.0	9.0	16.7
	Neutral	41	18.5	18.5	35.1
	Agree	104	46.8	46.8	82.0
	Strongly agree	40	18.0	18.0	100.0
	Total	222	100.0	100.0	



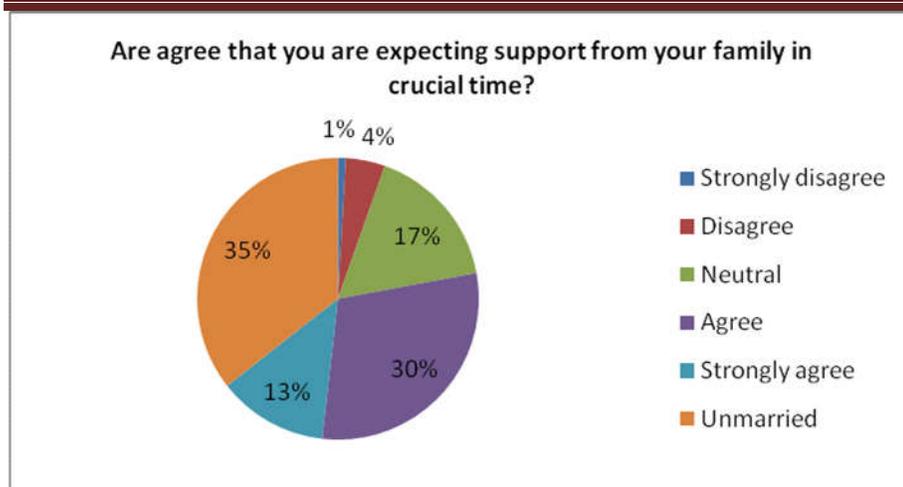
FINDINGS

The working women are being appreciated by their families for their financial contribution to family income.

Majority of respondents believed that they financially supported their families. A considerable number of female faculty strongly agreed that their contribution to family’s financial rates was the top priority.

**TABLE-6
EXPECTATIONS FOR SUPPORT FROM FAMILY AT CRUCIAL TIME**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	2	9	.9	.9
	Disagree	10	4.5	4.5	5.4
	Neutral	37	16.7	16.7	22.1
	Agree	66	29.7	29.7	51.8
	Strongly agree	28	12.6	12.6	64.4
	Unmarried	79	35.6	35.6	100.0
	Total	222	100.0	100.0	



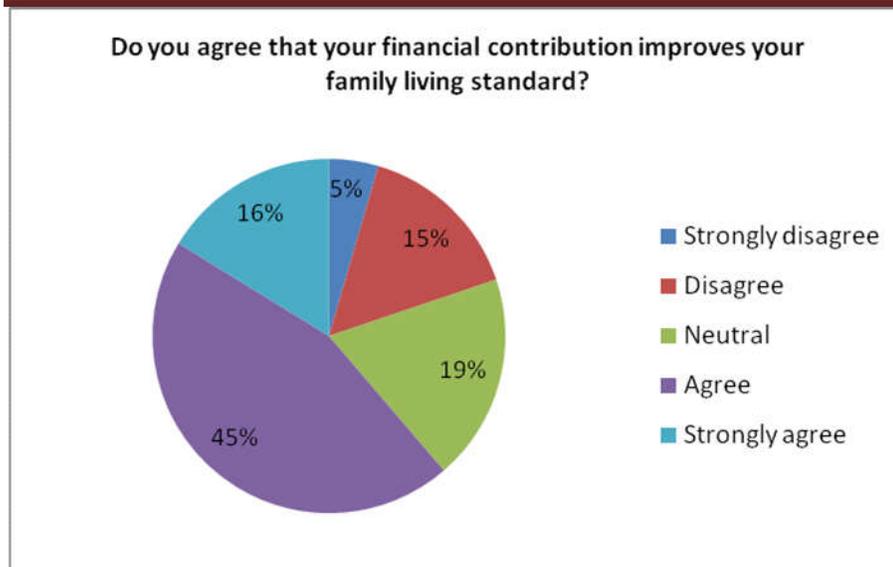
FINDINGS

As a matter of fact both female teachers and their families expect support from each other. Female faculty members contribute to the family budget and help families for their social and economic needs. Similarly female teachers also expect support from their families especially at critical times in their lives. 30 percent female teachers agree that they have expectations from their families at crucial time. 4% respondents do not agree to this statement. 35 % respondents were unmarried.

**TABLE-7
FINANCIAL CONTRIBUTION & IMPROVEMENT OF LIVING STANDARD**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly disagree	10	4.5	4.5	4.5
Disagree	34	15.3	15.3	19.8
Neutral	42	18.9	18.9	38.7
Agree	100	45.0	45.0	83.8
Strongly agree	36	16.2	16.2	100.0
Total	222	100.0	100.0	

Source: Study survey



The table No. 7 proves the fact that financial contributions made by the female faculty bring lot of positive changes in the life style of their families.

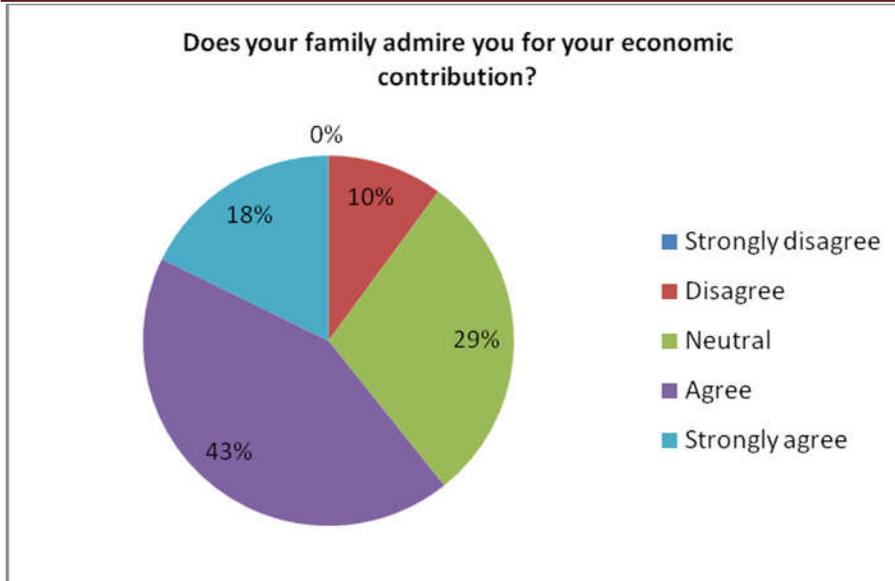
16 % strongly support the fact that their financial contribution significantly improved the living standard of life which includes provision of facilities, financial needs of members of family, patterns of consumption etc.

The views of 15 % respondents did not support this idea.

**TABLE-8
APPRECIATIONS FOR FINANCIAL CONTRIBUTION**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly disagree	13	5.9	5.9	5.9
Disagree	21	9.5	9.5	15.3
Neutral	61	27.5	27.5	42.8
Agree	90	40.5	40.5	83.3
Strongly agree	37	16.7	16.7	100.0
Total	222	100.0	100.0	

Source: Survey study

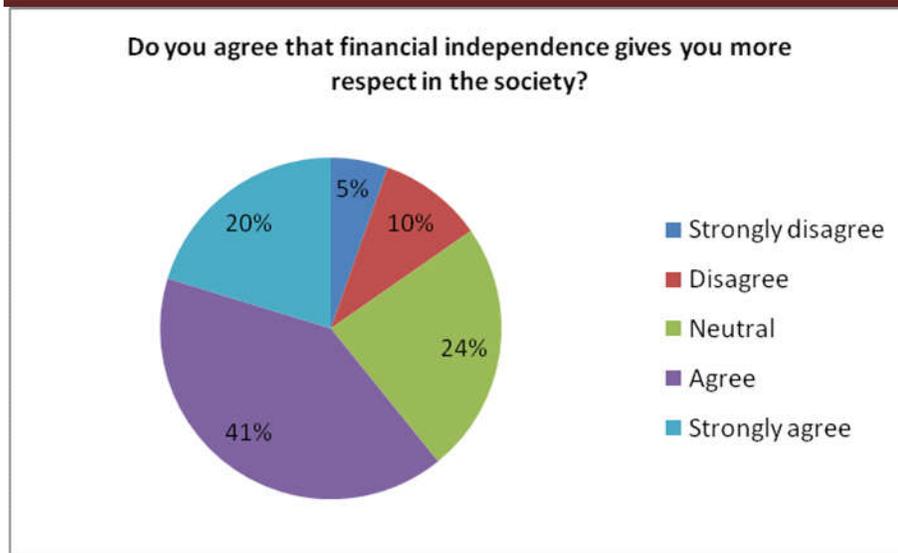


- The female faculty members expect some appreciation from their families for their financial contributions to the families. 40% respondents agreed that they received appreciations from their family members for the contributions they made for their families.
- A significant number of respondents remained neutral. Thus, 27% respondents did not respond to the question. It indicates that they did not expect anything in return to what they were doing for their families.

TABLE-9
FINANCIAL INDEPENDENCE AND RESPECT IN THE SOCIETY

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly disagree	12	5.4	5.4	5.4
Disagree	22	9.9	9.9	15.3
Neutral	53	23.9	23.9	39.2
Agree	90	40.5	40.5	79.7
Strongly agree	45	20.3	20.3	100.0
Total	222	100.0	100.0	

Source: Survey study



- It is fact that financial independence increases the respect of the person in society. Thus, it was found in this research 41% respondents supported this statement.
- In addition, 20% respondents strongly believed in the above mentioned fact.
- 24% female faculty members did not disclose their observations and beliefs.

TABLE-10
SOCIAL STATUSES WITHIN THE FAMILY IS ASSOCIATED WITH
FINANCIAL ABILITY OF FEMALE MEMBERS

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly disagree	9	4.1	4.1	4.1
Disagree	32	14.4	14.4	18.5
Neutral	51	23.0	23.0	41.4
Agree	92	41.4	41.4	82.9
Strongly agree	38	17.1	17.1	100.0
Total	222	100.0	100.0	

Source: Survey study

GENERAL RECOMMENDATIONS

- There is a need to empower women irrespective of caste and creed for realization of their potential in all spheres of life.
- Mandating the inclusion of women through merit on all the decisions-making bodies of executive and judicial organs of the state at the federal and provincial levels.
- Family support is an important factor for effective performance of working women.

SPECIFIC RECOMMENDATIONS

- 39% respondents are of the view that their family does not create problems which actually affect the performance of the female faculty members.
- It is fact that financial independence increases the respect of the person in society. Thus, it was found in this research that social status and prestige in society is related to the wealth and income. 41% respondents supported this statement.
- The female faculty members expect some appreciation from their families for their financial contributions to the families. 40% respondents agreed that they received appreciations from their family members for the contributions they made for families.
- The table No.7 proves the fact that financial contributions made by the female faculty bring lot of positive changes in the life style of their families.

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