

### Problems faced by Working Women in Pakistan: A Qualitative study

Hufsa Khatoon

M.Phil Islamic Studies, Riphah International University Islamabad, II4 C

Shehla Riaz

Assistant Professor, Department of Islamic Studies, Riphah International University, Islamabad.

#### Abstract

In Islam, men and women have the same connection with Allah, the Almighty and their rights and duties are also highly valued in Islam. A large number of women are entering the professions to meet their demands and fulfil their needs. When Pakistani women go to work, they face a slew of issues and difficulties. The majority of working women face are personal, family, and social in nature. These issues includes distress, physical and mental instability, marital conflict, child neglect, work family conflicts, negativity in the community, inappropriate behavior of family. Lack of awareness in people is causing these issues to worsen. In Pakistan women's contribution is significantly important more to the household economy and the job market. The research focuses to find out the problems of working women at their homes, society and work place in Pakistan. Qualitative approach is opted for this study for highlight the personal, social and family problems faced by the working women. The main focus of the study is to find out the problems of working women. The study also highlights some cultural norms and the importance of family and societal support.

**Keywords:** Working Women, Domestic Issues, Work-Life balance, child neglect.

#### Introduction

Women play an important role as one of the nation's pillars as Allah has endowed them with all abilities, and their significance in a nation's cultural, social, political, economic, and educational aspects cannot be ignored. With the increased pace of modernization, the majority of women in Islamic countries are opting for a paid occupation and empowering themselves.<sup>1</sup> Inflation and industrialization encouraged women to enter the labour force in order to provide financial support for their families.<sup>2</sup> It is not an exaggeration to say that Islam offers a system of security,

---

<sup>2</sup> Waris Qidwai et al, "Impact of Working Status on Their Lives: A Survey of Working Women at a Teaching Hospital in Karachi, Pakistan", *Pakistan Journal of Medical Sciences* 24/4 (Sep 2008): 506-11.

welfare, and women's rights. This system is completely error-free.<sup>1</sup> Their relationship with Allah is founded on fairness, equality, and justice. Allah has described fair judgement and reward of deeds in following verses.

"أَتَىٰ لَا أُضِيعُ عَمَلَ عَمَلٍ مِّنْكُمْ مِّنْ ذَكَرٍ أَوْ أُنثَىٰ بَعْضُكُم مِّنْ بَعْضٍ"<sup>2</sup>

“And their Lord hath heard them : Lo! I suffer not the work of any worker, male or female, to be lost. Ye proceed one from another.”

In today's fast-paced world, when women are participating in professions and getting an opportunity to broaden capabilities and intellect. Efforts should be devoted to the progression of Islamic values in accordance with the teachings of Holy Prophet (PBUH). Islam permit women to buy, sell, and lease, as well as engage in various trades or contracts. The Holy Prophet (PBUH) and companions also demonstrates that women are given permission to leave homes for fulfilment of their needs ,particularly to provide financial support to their parents, husband and family.<sup>3</sup>

There are several examples from the history that women of Islam participated in different professions. They have participated in battles. They remained the part of several fields such as politics, business, medical, surgical, fine arts, education, interpretation, poetry , practical and survival skills and trade.<sup>4</sup> According to Maulana Muṣṭafa Qasmi, the Islamic Shari'ah legitimizes earning for women and consider it in good manner.<sup>5</sup> Islam offers ethical code and social and moral values that help to improve strategies for stressful events that one face in his/her life. Islam not only teaches tolerance but helps mankind to deal with problems and to live in harmony with each other.<sup>6</sup> Allah Almighty will grant equal reward to both for their their doings on Judgement day. Allah says:

---

<sup>1</sup> Aziz Ur Rehman Saifi et al, "Status, identity, and privileges of women in Islam", *European Journal of Social Sciences*, 30/1(2012):146-154.

<sup>2</sup> Al-Qur'ān, 3:195.

<sup>3</sup> Asar AK, and Bouhedda Ghalia, “Islamic Guidelines for Women to Work and Hold Public Office Positions,” *International Journal of Science and Research, Malaysia*, vol.5, no.10 (Oct 2016):1311-1315.

<sup>4</sup> Muḥammad Ahmad Ghadanfar, Great Women of Islam, who were given the good news of Paradise”, trans by Jamila Muḥammad Qawi, (Riyadh: Darrusalam, 2015), 11-16.

<sup>5</sup> Haroon Rasheed Nadvi, *Khawateen ki mulazmat* (New Dehli, Aifaa publications, 2010), 21-24.

<sup>6</sup> Walaa M.sabry, and Adarsh Vohra, "Role of Islam in the Management of Psychiatric Disorders," *Indian journal of psychiatry* 55/2 (Jan 2013): 205.

"وَمَنْ يَعْمَلْ مِنَ الصَّالِحَاتِ مِنْ ذَكَرٍ أَوْ أُنْثَىٰ وَهُوَ مُؤْمِنٌ فَأُولَٰئِكَ يَدْخُلُونَ الْجَنَّةَ وَلَا يُظْلَمُونَ نَقِيرًا"<sup>1</sup>

“And whoso doeth good works, whether of male or female, and he (or she) is a believer, such will enter paradise and they will not be wronged the dint in a date-stone”

Women participation in the different occupations is due to the increased educational opportunities, increased awareness, economic liberation and domestic economic stress. Women in different occupations are facing personal and family issues, which are exerting negative impacts on the lives of women.<sup>2</sup> Shari’ah is “(the path)” that Muslims should adopt in their life. It offers all the guidance related to worship of Allah and worldly affairs. This study encompasses the domestic issues faced by working women which come under human rights. This study identified status of women, their dignity and honor, status of equity and equality as well as roles and responsibilities of women. All the problems faced in this purview and their solutions are suggested in the light of Shari’ah.

### Challenges for Working Women

Due to technological developments and competitive workplace environment stress level is increased especially in working women. Over workload of different administrative or managerial jobs along with duties of a mother and caring figure for in laws destroyed the health of women.<sup>3</sup> With the heavy assigned job tasks female workers have to solve domestic affairs and problems as well. These two front duties create several problems including depression which become the reason of home disparity. Women suffer anxiety due to the expected demands and societal traditions and norms. It leaves a long-lasting impact on psychological and physiological health of women. Working women have to face various constraints and hurdles in way of their performance.<sup>4</sup> They face issues related to personal and family life which are increasing day by day.

---

<sup>1</sup> Al-Qur’ān:4/124.

<sup>2</sup> Rabia Umer, and Muhammad Zia-ur-Rehman, "Impact of Work Life Balance and Work Life Conflict on the Life Satisfaction of Working Women: A Case Study of Higher Education Sector of Twin Cities of Pakistan," 445-458.

<sup>3</sup> Sonia Liff, and Kate Ward. "Distorted Views through the Glass Ceiling: The Construction of Women's Understandings of Promotion and Senior Management Positions." *Gender, Work & Organization* 8, no. 1 (2001): 19-36.

<sup>4</sup> Salahuddin Khan, and Bushra Zaheer, "Study Regarding the Impact of Job on Female’s Social Life and Health", *International Conference on Physical Education, Recreation, Fitness and Sports Science ICPERFSS* (2017): 1-7.

They women are facing domestic issues and forgetting that Islam gives solution of all problems to believers. These problem can be categories into 3 main categories:

1. Personal Life Problems
2. Family Life Problems
3. Social Life Problems

### Personal Life Challenges

Women participation in work force is increasing and it is creating issues which are directly related to personal life of women. It affects the personality of working women badly, which results in the form of poor health conditions, mental discomfort, anxiety, distress, delay in marriages, time deficiency and work life imbalance.

### Poor Physical Health

Physical exercises and time with family can rejuvenate the mind after a long, stressful day and help working women with their mood swings. Working women when take less care of work because of home duties they suffer the work burden and difficulties in performing job tasks. This workload affects the health of women especially when they are doing clerical or managerial duties and with important duty of childcare as well.<sup>1</sup>

Health of women always remain a neglected area.<sup>2</sup> Over workload affects the health of women especially when they are doing clerical or managerial duties and with important duty of childcare as well.<sup>3</sup> High levels of stress and anxiety may harm one or more body systems.<sup>4</sup> Work Stress causes stomach, heart, muscles, skin and lungs issues.<sup>5</sup> Working women suffer lower back pain, which is the most common chronic disease because of long sitting hours at workplace without providing any back support or inappropriate sitting posture. Sudden increase in weight due to the desk jobs make this backache of working women more vulnerable. Studies show that

---

<sup>1</sup> Salahuddin Khan, and Bushra Zaheer. "Study Regarding the Impact of Job on Female's Social Life and Health.", Ibid.

<sup>2</sup> Dileep Kumar, "Health and Well Being of Working Women: A Socio-Psychological Study", *International Journal of Engineering Science and Computing* vol. 6, no.8, (Aug 2016): 2073-75.

<sup>3</sup> Salahuddin Khan, and Bushra Zaheer. "Study Regarding the Impact of Job on Female's Social Life and Health", 1-7.

<sup>4</sup> Hina Sultan et al, "Spousal Abuse among Pakistani Women: A Thematic Analysis", *Pakistan Journal of Social and Clinical Psychology* vol.14, no.2 (2016): 33-41.

<sup>5</sup> Zahida Latif et al, "The Impact of Work-Life Connectivity on Professional Women: A Case Study of Telecom Industry", *Knowledge Management & E-Learning: An International Journal* vol.8 no.2 (2016): 271-91.

3 out of 5 women face high risk of cardiac disorders even at very young age like 35 because of desk jobs. It also increases the risk of diabetes in women.<sup>1</sup>

### Depression

Depression is the illness of mind which includes sad feelings, unhappiness and very miserable conditions.<sup>2</sup> Women in Pakistan have to face a high prevalence of depressive disorders.<sup>3</sup> Severe physiological and psychological illnesses can be caused because of job stress.<sup>4</sup> Working women are more vulnerable to depression. It minimizes their health conditions badly and affect the working capacity as well. Job related issues make personal life of working women depressing and gloomy.

### Stress and Burnout

One of the threatening challenge is that working women have to develop a balance between their home life and work life. If that balance is not created effectively it results in stress which is ultimately become the cause of various diseases. Stress is a mental state that occurs when demands surpass than a person's abilities and capabilities. Women become victim of stress more than men. Most likely the reason of higher stress in working women is due to dual responsibilities of women at home and workplace. Women put all efforts to achieve standard at workplace and they struggle hard to be a good wife and a perfect mother at home.<sup>5</sup> This multitasking of women lead them towards stress, tension, conflicts and strains. This situation ends up with health issues.<sup>6</sup> Term Burnout was introduced by Herbert Freudenberg in mid 1970s. It is a continuity of long-term job stress and anxiety which results in emotional tiredness.<sup>7</sup> There are some stressors which are particularly related to female employees, these are gender

---

<sup>1</sup> Indus Health Plus. "Lifestyle Diseases - Working Women Issue." Indushealthplus.com. Accessed on July 23, 2022. <https://www.indushealthplus.com/corporate-checkups/lifestyle-diseases-emerging-issue-in-working-women.html>.

<sup>2</sup> Maheen Nisar et al, "Perceptions Pertaining to Clinical Depression in Karachi, Pakistan", *Cureus* vol.11, no.7 (Jul 2019): 2-12.

<sup>3</sup> Aysa Zahidie, and Tanzil Jamali, " An Overview of the Predictors of Depression Among Adult Pakistani Women," *Journal of the College of Physicians and Surgeons Pakistan* vol. 23, no. 8 (March, 2013): 574-580

<sup>4</sup> Muhammas Naseer Ahmed Taib, "Psycho-Social Problems of Female Entrepreneurs in Pakistan: An Analysis", *Journal of Progressive Research in Social Sciences* 1/1 (Jul 2014): 47-55.

<sup>5</sup> Ghazala Kausar, and Dania Anwar. "Stress in Pakistani Working Women." *J. Cult. Soc. Dev* 5 (2015).

<sup>6</sup> Ibid.

<sup>7</sup> Syeda Faiza Gardezi et al, "Causes of Stress and Burnout among Working Mothers in Pakistan," *The Qualitative Report* 21/ 5 (May 2016): 916-932.

discrimination home/work clashes, stereotyping and social distances. Work depression includes exhausted feelings, negativity about job and work, becoming less productive for work, lack of confidence about work. Daily work routine can exhaust mentally and physically.<sup>1</sup>

### Delay in marriages

The reasons for women delaying marriage have been expanded to include more recent age groups and in working women.<sup>2</sup> It has been noticed that sometimes male and his family's main concern is the financial situation of a potential wife and her family, whether it takes the form of her employment or the assets she inherits. Most of the time proposals are accepted or rejected based on these demands.<sup>3</sup> Many young women are deferring marriage in order to focus more on their personal careers.<sup>4</sup> Young females who intend to finish their college studies tend to postpone their marriages.<sup>5</sup> The women who work before marriage they tend to delay in marriage<sup>6</sup> due to find suitable match or to meet some employment demand.<sup>7</sup> According to the study, the main reasons for late marriage were female literacy, financial status, a desire to live an ideal life, and caste issues.<sup>8</sup>

### Poor time management

---

<sup>1</sup> Crystal Raypole, "Drained from Work? 9 Ways to Restore Your Work-Life Balance," Health line. Accessed on 14 July 2022. <https://www.healthline.com/health/mental-health/tired-from-work>.

<sup>2</sup> Suzanne M Allen, and Richard A Kalish, "Professional Women and Marriage", *Journal of Marriage and the Family* vol. 46, no. 2 (May 1984): 375-82.

<sup>3</sup> Nayyab Sarhandi, "Pakistan Divorce Rate Increasing. Why?," Nayyab's Blog. Accessed on 24 July 2022. <https://nayyab.wordpress.com/2010/06/16/pakistan-divorce-rate-increasing-why/>

<sup>4</sup> Emmanuel Osei Boakye, "Balancing Home Management And Career : The Experience of Some Selected Women in Accra" *ResearchGate* (May 2016):1-47.

<sup>5</sup> Adam Isen, and Betsy Stevenson, "women's education and family behavior: trends in marriage, divorce and fertility", *SSRN Electronic Journal* (Feb 2010), 1-45.

<sup>6</sup> Omar Faroque, and Rahul Amin. , "Demographic and socio-economic determinants of age at first marriage of women in Bangladesh: An analysis. *Advances in Social Psychology*" , *Psychology and Behavioral Sciences* 2016; 5(6): 156.

<sup>7</sup> Afzal Rasool et al., "Factors associated with female age at first marriage: An analysis using all waves of the Pakistan Demographic and Health Survey" , 2022.

<sup>8</sup> Saleem H et al., "Late marriages and infertility: An anthropological analysis on health. *Journal of Social Sciences*. 2015; 1: 246-250.

Time is significant and a rare resource and if there is no proper time allocation in work, it turns out as time deficiency or time poverty.<sup>1</sup> Time is a scarce resource. Working women in Pakistan are considered time poor due to the burden of both paid and unpaid work.<sup>2</sup> Vickery has introduced the term “time poverty” for those families who are unable to achieve wellbeing level because of over workload and long working hours and they are unable to find time to spend on leisure activities.<sup>3</sup>

Working women who have children they are more deficient of time as compared to those working women who don't have kids. Females belonging from lower- or middle-class background they suffer time deficient.<sup>4</sup> They frequently misbehave with their families over little issues because they are overworked and drained. Women have to play the role of parents and a worker as well. Dual responsibilities at a time add more burden and increase time deficient. Married working women are more time deficient than unmarried women.<sup>5</sup>

### Family Life Challenges

Working women have dual responsibilities of home and workplace. When work burden and job stress increased, it becomes difficult to manage time and domestic responsibilities. It creates family conflicts, neglect of child, domestic violence and separation.

### Work-Life Imbalance

Another difficult task for married working women is to create work life balance. Many aspects become the reason of work life imbalance; social commitments, workplace support, work context, facilities of workplace support, situation of workplace.<sup>6</sup>

---

<sup>1</sup> Elena Bardasi, and Quentin Wodon. "Measuring Time Poverty and Analyzing Its Determinants: Concepts and Application to Guinea." (2006).

<sup>2</sup> Fatima Iqbal et al, “ Time Poverty among Working Females in Pakistan: A Qualitative Study”, *International Journal of Economics and Financial Issues* vol. 10, no, 4 ( 2020): 170-175.

<sup>3</sup> Clair Vickery. "The Time-Poor: A New Look at Poverty." *Journal of human Resources* (1977): 27-48.

<sup>4</sup> Suzanne M Bianchi et al., "Is Anyone Doing the Housework? Trends in the Gender Division of Household Labor." *Social forces* 79, no. 1 (2000): 191-228.

<sup>5</sup> Afshin Zilanwala, "Women's Time Poverty and Family Structure: Differences by Parenthood and Employment." , *Journal of Family Issues* vol., 37, no. 3 (2016): 369-92.

<sup>6</sup> Kalthum Hassan et al., "Work-Life Balance among Married Women Working in Public Sector." *Journal of Governance and Development Vol* 13, no. 2 (2017).

Work life balance is the level of satisfaction of employees in which they manage home and work most effectively as to personal and professional life is stable.<sup>1</sup>

Working women suffer work-life imbalance in their personal lives. They face difficulties in balancing their lives and family with work.<sup>2</sup> Conflicts between family and professional life typically result from the roles' conflicting functional domains. In Pakistan, women experience greater pressure to balance their duties to their families and their careers which has an impact on the quality of life for working couples.<sup>3</sup> Work-life imbalance is increasing day by day and affecting lives of women in one or other way. This imbalance creates negativity on person's life which create discomfort and dissatisfaction of job leading towards less productivity or growth of an organization.<sup>4</sup>

#### Work-Family Conflicts (WFC)

Work family conflict is termed as bidirectional conflict in which work interfere with family matters and family interfere in work related affairs.<sup>5</sup> The term work-family conflict refers to conflict arising from work that interferes with family roles and vice versa.<sup>6</sup> Working ladies face depression because they feel and bear burden of job and housework side by side. Dual jobs arouse conflicts in marital status.<sup>7</sup> Work-family conflict is known as worldwide problem irrespective of traditions, norms and countries. But amount of those conflicts varies from country to country and from culture to culture. It became a noticeable and alarming issue in this

---

<sup>1</sup> Margaret Deery, and Leo Jago, "Revisiting Talent Management, Work-Life Balance and Retention Strategies", *International Journal of Contemporary Hospitality Management* vol. 20, no.7 (2015): 792-806.

<sup>2</sup> Kausar Takrim, and Aqsa Siddiq. "Influences of Work-Life Balance Practices on Job Satisfaction and Organizational Commitment at the University of Peshawar: A Gender-Based Study." *Pakistan Journal of Women's Studies* 23, no. 2 (2016).

<sup>3</sup> Farheen Akram et al, "Work-Life Balance among Dual Working Couples in Pakistan", *International Journal of Innovative Knowledge Concepts* vol. 6, no.11 (Nov 2018):129-133.

<sup>4</sup> Mayesha Tasnim et al., "Work-Life Balance: Reality Check for the Working Women of Bangladesh." *Journal of Human Resource and Sustainability Studies* 5, no. 1 (2017): 75-86.

<sup>5</sup> Russell A Matthew, Cathleen A Swody, and Janet L Barnes-Farrell. "Work Hours and Work-Family Conflict: The Double-Edged Sword of Involvement in Work and Family." *Stress and Health* 28, no. 3 (2012): 234-47.

<sup>6</sup> Ghazanafar Hussain et al, "Work-Family Role Conflicts and Its Relationship with Job Performance of Female Nurses Working in Public Hospitals of Lahore," *Pakistan Social Sciences Review* vol. 4, no. 3 (Sep 2020): 698-710.

<sup>7</sup> Manuel Barrera, and Carolynne Garrison Jones, "Properties of the Beck Depression Inventory as a Screening Instrument for Adolescent Depression," *Journal of abnormal child psychology* vol. 16, no.3 (1988): 263-73.



technological world. Researchers, policy makers, experts are putting efforts to drag the attention of the world towards this alarming issue and to create a work –family balance.”<sup>1</sup>

Researchers says that adjustment of married working women in married life is difficult because at a time they have to perform various tasks.<sup>2</sup> Work burden drag working women towards work-family conflicts. Working ladies face depression because they feel and bear burden of job and housework side by side.<sup>3</sup> This role conflict leads towards anxiety, depression, mental tension, mental distress which badly affect the psychological wellbeing of working women. Further it leads to lack of caring attitude towards family, children, elders and husband. This lack of care may also affect the psychological condition of working women.<sup>4</sup>

### Child Neglect

A child is an essential member of the family system.<sup>5</sup> Women have to play mother’s role at home, and they become labor force at workplace.<sup>6</sup> Working mother are unable to spend much time at home with children because they are fully engaged in household chores and other house related matters, and they feel tired and sleepy while returning from work. Working mothers face the risk of development of child. Role of mother is to mold the personality of child. It is found that mothers also reported that not spending enough time with their children contributed to child aggression.

Challenges such as not having enough time to assist or supervise children in their studies, domestic responsibilities, social roles and expectations, and unfavorable working conditions keep away women from attending to their children's developmental needs.<sup>7</sup> After work, women

---

<sup>1</sup> Michael R.Frone., "Work–Family Conflict and Employee Psychiatric Disorders: The National Comorbidity Survey." *Journal of Applied psychology* 85, no. 6 (2000): 888.

<sup>2</sup> Hyman Hops et al., "Marital Interaction Coding System." OREGON UNIV EUGENE, 1971.

<sup>3</sup> Manuel Barrera, and Carolynne V Garrison-Jones. "Properties of the Beck Depression Inventory as a Screening Instrument for Adolescent Depression." *Journal of abnormal child psychology* 16, no. 3 (1988): 263-73.

<sup>4</sup> Dileep Kumar, S. "Health and Well Being of Working Women: A Socio-Psychological Study." *International Journal of Engineering Science and Computing* (2016).

<sup>5</sup> Sirajuddin Nadvi, “*Bachon Ki Tarbiyyat* ,(Lahore: Islam Book Depot, 2011): 8–9.

<sup>6</sup> Priyanka Aeri, & Devina Jain, "Effect of Employment Status of Mothers on Conceptual Skills of Preschoolers." *Journal of Social Sciences* vol. 24, no. 3 (2010): 213-15.

<sup>7</sup> Iqra Rass and Ambreen Salahuddin, “Perception of Working Mothers on Child Development: A Qualitative Study from Pakistan , *Formal Journal of Social Sciences*, 2011,1-23.

are so worn out that they somehow neglect their kids.<sup>1</sup> Mothers' have limited time with their children when they returned home did not help them learn corrective values or positive behavior. Working mother are unable to spend much time at home with children because they are fully engaged in household chores and other house related matters, and they feel tired and sleepy while returning from work.<sup>2</sup> Children are neglected in daycare facilities when they are not properly supervised. Children of working mothers typically perform poorly on secondary school tests. Children of full-time workers have 28% greater anxiety or psychological stress, and 9% of those kids remain unemployed.<sup>3</sup>

### Increase in Divorce Rate

working women are also facing the family breakage issue in terms of divorce/ *khul'* (The word *Khul'* means "to take off" or "to remove").<sup>4</sup> Their economic stability encourages them to leave the toxic relationship of marriage. The main causes of Pakistan's high divorce rate include intolerant attitudes, a lack of compromise on both sides, and the financial independence of women.<sup>5</sup> According to experts, career-driven women are more likely to file for divorce than stay-at-home mothers.<sup>6</sup> The fact that redemption *Khul'* occurs more frequently among working women is an accurate explanation of society.<sup>7</sup> Lack of trust is one of the most serious causes of divorce in Pakistan, especially in the middle class when both men and women (husbands and wives) work.

---

<sup>1</sup> Abdul S Almani et al, "Study of the Effects of Working Mothers on the Development of Children in Pakistan", *International Journal of Humanities and Social Science* vol.3, no. 11 (2012): 164-71.

<sup>2</sup> Olga Stephiana, and IDGK Wisana, "The Mother's Role in Child Development: The Effect of Maternal Employment on Cognitive Development", *Pertanika Journal of Social Sciences and Humanities* vol. 27, no. 4 (2019): 2571-83.

<sup>3</sup> Tracey Reynolds et al., "*Caring and Counting: The Impact of Mothers' Employment on Family Relationships*:" Policy Press, 2003.

<sup>4</sup> Kamāl-ul-Dīn Muḥammad ibn Hamām al-Dīn 'Abd al-Wāḥid Ibn Humām al-Siwasī al-Iskandarī, *Sharḥ Faṭḥ al-Qadīr* (Cairo: Maṭba'at al-Kubrā al-'Āmīriyah, sn) 4/57.

<sup>5</sup> Nayyab Sarhandi, "Pakistan Divorce Rate Increasing, Why?," Nayyab's Blog" Accessed on July 24, 2022. <https://nayyab.wordpress.com/2010/06/16/pakistan-divorce-rate-increasing-why/>

<sup>6</sup> Ayesha Gul et al, "Divorce: Causes and Consequences in Islamic Perspective", *PalArch's Journal of Archaeology of Egypt/Egyptology* vol. 18, no. 4 (2021): 6136-51.

<sup>7</sup> Naseem Akhter et al, "The Growing Ratio of Redemption (Khula) in the Current Scenario (Analysis of students', Perception under Islamic Injunctions", *Elementary Education Online* vol. 20, no. 1 (2021): 3141-41.

Long work hours or being away from home cause a slight trust deficit, which manifests as infidelity<sup>1</sup>

### Social Life Problems

#### Lack of Social support

The support of the parents, husband, in-laws, relatives, friends and social circle is considered social support. Without it, women cannot succeed in their careers. One cannot survive without social interaction. Women cannot succeed in modern culture without the social support of their loved ones. Without parents' support women are unable to fulfill the demands of job.<sup>2</sup>

Women face difficulties to get their ambitions if the partner is not supportive. Sources of support has significant importance. Researchers found that marital relationship support is most important for comfort and well-being.<sup>3</sup> It is a crucial tool for working women to manage the boundaries between their personal and professional lives. In general, it is believed that social support at work is linked to work outcomes whereas social support from family is linked to family or non-work outcomes.<sup>4</sup> Working women are vulnerable to this problem that is lack of social support. It leaves a negative impact on women health and home environment.

#### Mobility Problems

Lack of travel amenities is another problem for working women. Professional women from lower or middle class backgrounds are unable to buy their own vehicles. They depend on public transportation on a daily basis to reach to their places of employment. Majority of the ladies are working in remote areas. There is no suitable or exclusive female transportation system. Public transportation is the only form of transportation for working women. They encounter a variety of problems from the general population, particularly the male community, while travelling through public transportation. They were so drained and fatigued from their frantic travel that it interfered with their obligations at home and at work. Working women's health is also

---

<sup>1</sup> PS.K Pakistan "Increasing Divorce Rates In Pakistan Is An Issue That Needs To Be Addressed." Parhlo. December 10, 2016. <https://www.parhlo.com/increasing-divorces-pakistan/>.

<sup>2</sup> Sheldon Cohen. "Stress, Social Support, and Disorder." *The meaning and measurement of social support* 109 (1992): 124.

<sup>3</sup> Sheldon Cohen. "Stress, Social Support, and Disorder." *The meaning and measurement of social support* 109 (1992): 124, Ibid.

<sup>4</sup> Dawn S Carlson, and Pamela L Perrewé. "The Role of Social Support in the Stressor-Strain Relationship: An Examination of Work-Family Conflict." *Journal of management* 25, no. 4 (1999): 513-40.

negatively impacted because they have to wait for transportation for extended periods of time in foul weather and filthy waiting places. Poor urban planning, in addition to religious and cultural barriers, prevents women from entering the work field. This is accomplished by restricting their ability to use public transportation.

In Pakistan, the idea of mobility for women is gendered, which means that lack of mobility for social and economic reasons affects both men and women equally. This is because, as said in the text before, the public transportation system has been problematic regardless of gender. Women are still impacted differently than males. In this light, female movement in public spaces and on transportation becomes an issue of primary concern because it has the potential to affect their safety and privacy. In Pakistan, the current transportation system does not meet the needs of women, including those for female-reserved seating, door-to-door accessibility, safety from male passengers and hassle-free travel. The bus commute to work might be particularly difficult for Pakistani working women.<sup>1</sup>

Along with a lack of space, male passengers and workers frequently verbally and physically assault women who use public transportation. Women frequently pay more for their tickets, and it is usual for the bus to keep moving when they board or exit. The most unpleasant seats are those facing the men's back, where women face the risk of being harassed by hands and fingers that prod and groan at them. No matter how challenging the ride may be, they manage to maintain a straight back and sit on the front area of the seat to prevent this. Mostly women travel through public transport for going to work or to school.<sup>2</sup>

### Safety and Security Issue

Working women face safety and security issues. When a woman travels to work in an urban location, she has to deal with strange people's glares and crude comments. In comparison to her work outside the home, her work for her family is more valuable. The prevalent belief is that when a woman works outside the home, it interferes with her obligations.<sup>3</sup>

---

<sup>1</sup> Fahad Zulfiqar. "Public Transportation System and Female Mobility in Pakistan." DailyTimes. March 8, 2020. <https://pide.org.pk/blog/public-transportation-system-and-female-mobility-in-pakistan/>.

<sup>2</sup> Fahad Zulfiqar. "Public Transportation System and Female Mobility in Pakistan." DailyTimes. March 8, 2020. <https://pide.org.pk/blog/public-transportation-system-and-female-mobility-in-pakistan/>, Ibid.

<sup>3</sup> Muhammad Atif Nawaz et al., "Problems of Formally Employed Women: A Case Study of Bahawalnagar, Pakistan." *Asian Journal of Empirical Research* 3, no. 10 (2013): 1291-99.

Additionally, working women faced a number of issues that negatively impacted their status and participation in the economy, such as prejudiced attitudes held by members of society, which hindered the use of their skills and abilities at work.<sup>1</sup>

In both urban and rural settings, sexual harassment and other forms of sexual violence are common occurrences for women and girls anywhere in the world. Different types of sexual violence against women and girls are experienced and feared in public settings, ranging from unwanted sexual comments and gestures to rape. Streets, public transportation, schools, offices, public restrooms, water and food distribution facilities, and parks are among venues where it occurs. It adversely affects their health and wellbeing and restricts their access to necessary services as well as their enjoyment of cultural and recreational activities.<sup>2</sup>

Women are feeling anxious and unsafe in their workplaces, shopping malls, and even their own homes as a result of the country's frequent heartbreaking events. In Pakistan, there are 22.18 percent women in the labour force, and this has a big impact on economic expansion.<sup>3</sup> Due to this barrier of insecurity and lack of protection, the majority of families object to women working. Social crimes are on the rise and making it challenging for working women to travel alone for job.

### Isolation

Professional women are perpetually occupied at work and at home, leaving little time for socializing with friends, family, or even neighbors. Their social circle was restricted. These relationships gave the impression that working women are somewhat prideful and dislike social interaction. Due to their demanding work schedules and significant obligations, they are unable to share in the joys and sorrows of their loved ones. They receive a negative image and are labelled as impolite or inconsiderate people.

### Societal Challenges

---

<sup>1</sup> Sidra Parvez et al., "Working Women in Pakistan: Analysis of Issues and Problems." *Pakistan Journal of Social Sciences* 35, no. 2 (2015): 997-1011.

<sup>2</sup> UN Women. "Creating safe and empowering public spaces with women and girls." Ending Violence against Women. Accessed on June 23, 2022. <https://www.unwomen.org/en/what-we-do/ending-violence-against-women/creating-safe-public-spaces>

<sup>3</sup> Samina Sabir. "Is Pakistan a Safe Country for Women?" *DailyTimes*. August 13, 2021. <https://dailytimes.com.pk/804158/is-pakistan-a-safe-country-for-women/>.

Women in business are prey to social pressure. Members of society make fun of them for living in accordance with their preferences. They are subjected to mental abuse and accused of being bad moms. If children fall short in any area, moms are held entirely responsible because they are working outside the home and not spending enough time with their families.<sup>1</sup>

Women because of the added obligations, they are experiencing a work-life imbalance and conflicts, which eventually lowers their level of life satisfaction. When professional women go outside for work-related reasons, they encounter a range of problems. They are more susceptible to a variety of issues due to their multiple obligations at home and at work. When they don't carry out their tasks effectively, their personal lives, families lives, and social lives become burden for them. Working.

### **Isolation**

Professional women are perpetually occupied at work and at home, leaving little time for socializing with friends, family, or even neighbors. Their social circle was restricted. These relationships gave the impression that working women are somewhat prideful and dislike social interaction. Social boundaries disappear. Working women can experience such stress and workload that they forget to acknowledge and cherish the small joys of their well-wishers. Due to their demanding work schedules and significant obligations, they are unable to share in the joys and sorrows of their loved ones. They receive a negative image and are labelled as impolite or inconsiderate people.

### **Conclusions**

Islam allows women to work as long as certain rules are followed. Islam has no issue with women working if the religion's rules of modesty and chastity are upheld. Work is permitted for them. They are most than welcome to work and contribute to the household budget if they so choose. Working women face several challenges concerning managing their roles related to the household and as an employee. Work-life balance/conflicts, isolation, security, safety, child neglect, long working hours, mental health issues are some of the problem a working faced in the pakistani society. Family support and implementation of laws can reduce these problems.

### **Recommendations**

---

<sup>1</sup> Samina Sabir. "Is Pakistan a Safe Country for Women?" DailyTimes. August 13, 2021. <https://dailytimes.com.pk/804158/is-pakistan-a-safe-country-for-women/> , Ibid.

Teachers at the secondary, college, and university levels, however, should address both male and female students, emphasizing social and cultural issues in Pakistan's rural and urban areas. To eliminate issues affecting working women, the electronic media should raise awareness and public consciousness about women's rights. Religious leaders and scholars, as well as psychologists, sociologists, and educators, should be invited to educate the public about healthy living. Laws that are created to protect the rights of women in Pakistan should be carried out honestly and sincerely. Seminars and workshops can be held to raise awareness of Pakistani working women's difficulties with reference to their jobs