

## A Case Study of Attitude of Male Towards Career Women

Iram Bukhari, Shamayla Akhtar, Sidra Anwar and Madeeha Munir  
Department of Rural Sociology, University of Agriculture, Faisalabad, Pakistan

**Abstract:** The present study is an attempt to probe into the socio-economic factors which influence the attitude of urban male towards career women. This study was conducted in three colonies of Sheikhpura District. A sample of 150 males was randomly selected from three colonies. According to this study, majority of the respondents i.e. 62.7%, were strongly agreed that educated female could better look after their families, sixty two of the respondents were agreed with this statement that "educated girls are very successful in their married life. Majority of the respondents i.e. 68% agreed that women has equal status of male in our society. I suggest that women involvement in economic activities has adverse implications on family development. It is suggested that educational, health and financial institutions should have their own child care centers. Teaching profession is compatible with the working women's family's social development. It is suggested that educated women should be accommodated in education department.

**Key words:** Career women, Socio economic factors, Attitudes of males

### Introduction

Society is a system of social relationships through which we live. Individuals have to perform different roles in a society and these roles are fabricated through normative pattern. Different individuals possess different positions in a society, which claim for certain rights and duties. These positions may vary on culturally based notions of difference. Sex status is one of the basic causes of such differences in roles, to be performed by males and females separately. Pakistani society is also following this universal pattern of differentiated sex-roles and statuses. The underlying concept of this is the superiority of man as compared to woman

Status refers to the social rank which a person has in comparison with others. Related ideas are status anxiety, status inconsistency, and status system. Some cause of status in the work environment are organizational level, skill, working conditions pay, seniority, age, sex, race and cultural background, occupation, industry employed in and unions (Davis, 1949)

There are three groups of people whose attitudes need to be changed: men (father, brothers, husbands); women (mother, wives, daughters) and policy makers. Since men, at the present time, have a central role in most decision-making and since they are more powerful in the Pakistani setting, their attitudes towards the value of the female and her roles must be changed. Moreover, women themselves need to be taught to recognize their own worth and that of their female off spring. They must also be provided the opportunities to combine their role of wife and mother with other role, such as economically predictive individuals, if they so desire or if they are required by circumstances to work. Provision of opportunities would include social and psychological as well as economic facilities. Unless opportunities are available for such broadening (such as employment training) are not likely to be very successful (Wilkie, 1993).

Women are an equally important part of our society. Their points their ideas their work, all is important for our developing country. All of us have to serve our country, it has given us a lot too. We were born in the world all alone, our country gave us shelter, food, education and even oxygen. How can we repay all this that our country has given us? We can certainly not do it by sending our men, only half the population to serve for the whole of the population, why only men carry the burden of whole population? (Zahoor, 2001).

In Pakistan, the situation is not so different. Very few women take up jobs, even the educated ones do not want to have jobs but if they do so they usually have to leave it after marriage because of traditions or prejudices. This fact has been supported by Papanck (1971), who found female work participation generally carries low values in Pakistan and only a few jobs related to teachers or the doctors are considered prestigious. Similarly, a large number of people wanted to educate their sons and daughters, but only one third of the total preferred their daughters to be in jobs (Azhar, 1978). The women can play a crucial role in every aspect of life, it properly trained and utilized, they can be an asset for the development and financial betterment of their families. This study is an effort to investigate the problems of working women in industries and differ institutions and their level of satisfaction with jobs with the following members.

The specific objectives of the study are listed below.

To study the attitudes of males towards female employment.

To study the socio-economic factors and their effects on female employment.

To study the perception of males towards the problems of employed Females.  
To suggest some measures to address the issue of female employment.

### **Materials and Methods**

The logic of scientific procedure. Methodological techniques are very important for analyzing sociological pursuits and empirical research. Advancement of sociological knowledge in modern age is possible due to the use of sophisticated methodological techniques.

This study was conducted in three colonies of Sheikhpura District. A sample of 150 males was randomly selected from three colonies.

For the purpose of data collection a well structured interviewing schedule was used. The collected information were analyzed by using appropriate statistical techniques.

### **Results and Discussion**

Table 1: Distribution of respondents with regard to their age, marital status and education.

Age(years)	Frequency	Percentage
Upto 30	53	35.3
31-40	27	18.0
41-50	35	23.3
51+	35	23.3
Total	150	100
<b>Marital Status</b>		
Unmarried	45	30.0
Married	103	68.7
Divorced or separate	2	1.3
Total	150	100.00
<b>Education</b>		
Illiterate	12	8.0
Up to Matric	46	30.7
Intermediate	23	15.3
Graduation	40	26.7
Post Graduation	29	19.3
Total	120	100.00

Table 1 indicates the distribution of the respondents according to their age. Major proportion of respondents i.e. 35.3 percent were between upto 30 years of age. About 18% of the respondents fell in the age group of 31 to 40 years, 23.3 percent respondents belonged to the age category 41 to 50 years and 23.3 percent of the respondents reported that they were of age category 51 and above years.

Table 1 also shows that 30.0 percent of Respondents were unmarried, majority of the respondents i.e. 68.7 percent were married and remaining 1.3 percent were divorced or separate.

Table 1 further indicates that 8.0 percent of the respondents were illiterate, and major proportion of the respondents i.e. 30.7 percent had education upto matric level. About 15.3 percent were intermediate pass, 26.7 percent were graduates and 19.3 percent were postgraduates.

Table 2: Distribution of Respondents with regard to their opinions about female education.

Opinions	Frequency	Percentage
Favourable	147	98.0
Unfavourable	3	2.0
Total	150	100.00

Table 2 indicates that a huge majority of the respondents i.e. 98.0 percent were infavour of female education and only 2.0 percent of the respondents were against the female education. Hence majority of respondents in favour of female education in the modern age.

Table 3 declares that three half 50 percent of those respondents, who were not in favour of female education said "our society is very bad and half i.e. 50 percent of them gave "no need of education for female" as a reason of their against.

Table 3: Distribution of Respondents with regard to their reasons against the female education.

Reasons for female Edu.	Frequency	Percentage
Our society is very bad	2	50.0
No need of education	2	50.0
Total	4	100.00

Table 4: Distribution of Respondents with regard to their Opinions about the female education can better brought up their children.

Opinions	Frequency	Percentage
S.Agree	92	61.3
Agree	53	35.3
Dis-Agree	2	1.3
S.Dis-agree	3	2.0
Total	150	100.00

Table 4 indicates that a simple majority i.e. 61.3 percent of the respondents were strongly agreed that educated females can better brought up their children, 35.3 percent of the respondents were only agreed with this statement, while 1.3 percent of the respondents did not agree with the above statement and 2.0 percent were strongly dis-agree.

Table 5: Distribution of Respondents regarding to their opinions about female education is against traditions.

Opinions	Frequency	Percentage
S.Agrees	13	8.7
Agree	28	18.7
Dis-Agree	86	57.3
S.Dis-agree	23	15.3
Total	150	100.00

Table 5 indicates that 8.7 percent of the respondents were strongly disagreed with the statement that female education is against traditions, 18.7 percent of the respondents were only agreed with this statement. While majority i.e. 57.3 percent and 15.3 percent of the respondents were dis-agreed and Strongly disagreed, respectively with the above statement.

Table 6: Distribution of Respondents with regard to their Opinions about co-education.

Opinions	Frequency	Percentage
Yes.	72	48.0
No	78	52.0
Total	150	100.0

Table 6 reveals that less than half i.e. 48 percent of the respondents were in favour of co-education and more than half i.e. 52 percent of the respondents were not infavor of co-education.

Table 7: Distribution of Respondents regarding to their opinions about female employment

Opinions	Frequency	Percentage
Yes	89	59.3
No	61	40.7
Total	150	100.00

This Table 7 indicates that majority of respondents i.e. about 59.3 percent were infavor of female employment, while 40.7 percent of respondents were against the female employed.

This Table 8 indicates that majority of respondents i.e. about 61.3 percent were favour of female employment, and remaining 6.7 percent of the respondents said because she can not pay full care towards her married life, so the female employment is not necessary, 6.7 percent also said we are Muslim family towards. About 8.0 percent replied because earning is only for men and look after the home for women, 10 percent said that female should works at home an child care, 2.5 percent said they have separate income and 4.7 percent had any other opinion.

**Table 8:** Distribution of Respondents regarding to the reason of against of female employment

Reasons	Frequency	Percentage
Unfavour of female employment	92	61.3
Because she can't pay full care towards her married life	10	6.7
We are Muslim family towards	10	6.7
Because earning is only for men and look after the home for women	12	8.0
Female should works at home/child care	15	10.0
Due to have separate income	4	2.5
Any other	7	4.7
<b>Total</b>	<b>150</b>	<b>100.0</b>

**Table 9:** Distribution of respondents with regard reasons for a woman to adopt a career.

Reasons	Frequency	Percentage
To meet family needs	83	55.3
To achieve a better standard	37	24.7
To make her own identity	21	14.0
Any other	9	6.0
<b>Total</b>	<b>41</b>	<b>100.00</b>

Table 9 indicates that majority of that respondents i.e. 55.3 percent stated that a woman should adopt of career when her family is facing any economic problem, 24.7 percent of the respondents viewed that a woman should adopt a career to achieve the better standard, while about 14 percent of the respondents stated that women should to make her own identity through their career and only 6.0 percent had any other reason.

### Conclusion

Men and women are two pillars of society, without their equal participation in all spheres of life no society can progress properly. As far as the capabilities of women are concerned, they are no less than men. From the Stone Age women have been equally participating in socio-economic life with men but women labour force participation is not given the same consideration as received by men's work. The status of women as second class citizen is reinforced by the narrow vocational opportunities available to them. The women can play a crucial role in every aspect of life, if properly trained and utilized, they can be an asset for the development and financial betterment of their families. This study is an effort to investigate the problems of working women in industries and differ institutions and their level of satisfaction with jobs with the following members. Women involvement in economic activities has adverse implications on family development. It is suggested that educational, health and financial institutions should have their own child care centers. Teaching profession is compatible with the working women's family's social development. It is suggested that educated women should be accommodated in education department. Private sector is also offering very limited economic facilities to women in Pakistan. Encouragement motivation and policies are required for private sectors in order to enhance women participation in the sector.

### References

- Azhar, R.,1978. "Attitudes of males towards the career women" an unpublished M.Sc. Thesis, Deptt. Of Rural Sociology, Univ. of Agric., Faisalabad.
- Davis, K., 1949. Human relations at work. McGraw Hill Book Company, Inc. New York. Kogakusha Company, Ltd. Tokyo.
- Papanck, H., 1971. Purdah in Pakistan, selectee and modern occupation for women, journal of marriage and women legal status' family 33: 517- 630.
- Wilkie, J. B., 1993. Changes in U.S. men's attitudes towards the family provider role, 1972-89. Gender and Society 7: 261-79.
- Zahoor, H., 2001. De working women make good mothers? US (Magazine for the youth)