

## ASSESSMENT OF GENDER ORIENTATION AND ITS INFLUENCE ON WORK-LIFE IN PUKHTUN SOCIETY (A STUDY IN MALAKAND, PAKISTAN)

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### ABSTRACT

This research study was conducted to analyze the gender orientation and how it influences the attitudes and responsibilities of wife and husband. It highlights the traditional gendered division of family and work spheres, where husbands are seen as breadwinners and wives as controllers of the family and home. A quantitative approach with a well-structured questionnaire was used to collect information from 384 sampled respondents selected through simple random sampling. The data was entered into SPSS version 21 for analysis at Bi-variate to measure the association between dependent and independent variables. The study revealed a significant association ( $P=0.000$ ) of working spouses has better understanding about domestic activities, household activities are performing by mutual consensus, husband and wife both work full time and share financial responsibility for the family's well-being, and working wife performs household activities normally with attitude of men folk. The study recommended that women should be encouraged to participate in each and every sphere of life including equal employment opportunities.

**Keywords:** Gender orientation, Attitude of men folk & Bi-variate analysis.

### INTRODUCTION

Family is a basic social entity striving for the betterment of its members. It serves as a tool of division of labor, where a set of responsibilities is associated with the members; and results in the economically productive relationship between husband and wife. Roles and responsibilities of husband and wife are the reflection of the prevalent social structure. Social structure makes the attitude of the members of that society. Family structure influences the attitude of husband directly, and hence it shapes the expected role and responsibility of his spouse. Variations are found in the family in structure respect to time and place. It is not necessary that there would be same set of roles and responsibilities in family even at the same locality and at the same time. Similarly, attitude of husband about the roles and responsibilities of spouse varies in different family structures ranging from patriarchal to egalitarian types of families. This

attitude of husband in patriarchal family affects the career and working status of spouse as she has to decide about her job and career on the directives of her husband. Disputes in the family are tended to evolve because of the conservative attitude of husband towards the working status of spouse. However, in socially democratic kind of family, wives decide about their jobs and careers based on mutual consensus of spouses (Rao, 2020). Numerous studies have been conducted such as; Pleck, (1979); Hawley & Even, (1982) on the predicament of employed women, their contributions to the family and disputes, which are evolved from the working status of spouses. The participation of working women in the paid work to support the family draws the attention of social change to society. The involvement of women in the labor force has noticeably increased; and existing social changes show that this tendency will grow

further. However, a spouse involvement in the toil force will have more adverse impacts on marital contentment and psychological interests of the husband (Torres, 1997). Traditionally, family and work spheres have been gendered, as husbands have conventionally been the bread winners and wives have been controlling the family and home. Even wives have started to take part more in the labor force (Bureau of Labor Statistics 2012), many people go on to endorse conventional gender roles (Thompson, 1993; Belsky and Kelly 1994; Erickson, 2005; Sayer et al. 2009; Hochschild and Machung, 2012). Furthermore, gender orientation part introduction indicated to an attitudinal acknowledgment with a gendered part and the level of recognition with part desires, with conventional esteems and correspondence at the contrary finishes of the unendingness (Livingston and Judge 2008; Hochschild and Machung, 2012). Conventional arrangements of sexual orientation parts that spouses ought to be satisfy private or family parts and husbands need to satisfy open or breadwinning parts. Ordinarity is a mentality in which guys are anticipated to have objectives surface with work centrum though females are relied upon to fix up themselves with family midpoint (Fortin, 2005). Females are along these lines liable to exceed in social exercises though guys are proposed to exceed expectations in undertaking focused exercises (Wesselmann et al., 2009). In contrast, equality is a state of mind in which gender is not linked with role centrality, such that males and females can seek equal roles (Gerson, 2004; Bailyn, 2004; Maume, 2006). Inside representatives' close to home lives, these sex part introductions partner to the division of work that separate conventional relational unions, in which the spouse isn't working, and double worker relational unions, in which the couple both work and offer obligation regarding the family's prosperity (Pateman 1992; Desai et al., 2014).

### **1. LITERATURE REVIEW**

The sexual orientation parts that present in a spouse's private life could influence his conduct and states of mind toward wives. As per open frameworks hypothesis, associations are usually reliant with their surroundings, and along these lines home condition can shape how we act at function (Kahn et al., 1964; Katz and Kahn, 1978; Gutek and Cohen, 1987). Specifically, the hypothesis addresses the supposition that associations are the

prime performing artists deciding representatives' work environment practices and states of mind, and as an option proposes that authoritative and expert concerns may possibly have their root in the profoundly individual. Other thought from open frameworks hypothesis, the overflow speculation (Staines, 1980) built up a portion of the methods through which home conditions shape how we carry on at function. It additionally proposes that the mentalities, contemplations, and feelings created at home may persist to the working environment (Edwards and Rothbard, 2000; Desai et al., 2014). This perspective carry into line with inquire about that has uncovered that individuals frequently convey their attitudinal and passionate accessories to the working environment (Brief, 1998) that is, religious personality, rising up out of the home, can control the conduct of people in associations in an alternate ways (Chan-Serafin et al., 2013; Weaver & Stansbury, 2014). Adequately, Clark (2000) described representatives as day by day 'outsider crossers between the spaces of family and work. In this way, when depicting a photo as an open framework, an association is presenting to the impact of structures outside it and manners inside an association are corresponded to mentalities outside it. Rely upon this open frameworks viewpoint, suspicions about sexual orientation parts inside a marriage should allude to desires concerning sex parts inside an association. Various research works caught how social structures plot individuals' practices and considerations, and in this way how social structures at home could connection to states of mind at working environment. Status development hypothesis (Ridgeway, 2011) urges that regular relational co-operations make conceivable the advancement of gathering based status convictions through an arrangement of procedures that are capable of making general status convictions and scattering them broadly in the general population (Brashears, 2008). These collaborations occur after gatherings have effectively isolated themselves in light of sex, and subsequently in regular relational unions, the perceptions of males and females will be over and again compared (Ridgeway, 2011) with one gathering observed to acquire more cash and conveying higher status in the outside world. These perceptions will then blueprint the desires that both the life partners frame about their applicable gatherings, guys and females and their succeeding

evaluations of their relative impact, skill and regard. Ridgeway (2006) meant to social settings that are created with power and status contrasts as the settings in which these desires are manufactured. Marriage isn't a social setting as such, yet it is unified with status and power contrasts between members. In light of status development hypothesis, spouses who see their wives at home to be in bring down status parts will likewise probably watch wives by and large as having lower status than husbands, which has the ability to determent their dispositions toward ladies in the workplace. Moreover, the Social part hypothesis likewise decides to understanding the effect of social structures at home on sexual orientation belief system at work environment (Eagly and Wood, 2011). Murdock and Provost (1973) conducted an Anthropological research that shows the division of labor in a society is mostly sex typed but that the particular distribution of duties among males and females changes considerably across the societies based on a diversity of factors unique to their geography and culture (Gneezy et al., 2009; Eagly and Wood, 2011). Additionally, from this biosocial point of view, sex philosophy uncovers the fit among the exercises that yield status inside a general public and the natural specialization of the genders. For example, a male prevailing society approaches when the exercises producing status in that society strife with the conceptive exercises of ladies. Male dominancy, as a sexual orientation belief system, is neither foreordained nor all inclusive; it creates from the social structures of that specific culture. Social part hypothesis in this way builds up the possibility that the division of work amongst guys and females that may exist in a home structures the viewpoints outside of the local circles about the relative status held by guys versus

females. A finding on homo-social multiplication (Swidler, 2000) additionally affirms the possibility that social structures decide how individuals think and carry on. This hypothesis establishes that trust between chiefs is not kidding. At the point when leaders collaborate with similar people day by day, trust rises all the more effectively, while widen the administrative positions requires more exertion in surveying unwavering quality and building up confiding seeing someone. In this manner the administrative positions hold on homogenous, fundamentally reproducing similarly. In addition, the auxiliary result coordinates to an inevitable forecast in which the directors see those dissimilar to themselves as less dependable (Yusuf & Hasnidar, 2020). Consequently social structures convert into wellsprings of energy and opportunity and sex are for the most part arranging systems that record for the administrative arrangement of people. Despite the fact that the social structure said in this hypothesis is established more comprehensively in the public eye as opposed to in the home, in any case it offers wide help for how social structures may impact hierarchical results and procedures ((Kanter, 1976)

## 2. RESEARCH METHODOLOGY

The nature of this study was mainly focus gender orientation and attitude of men folk. The researcher utilized quantitative approach under the positivist paradigm in which the reality is fixed through questionnaire. The 384 out of 233556 respondents were selected randomly using Proportional Allocation method from the population in order to obtain reliable data from them (Pakistan Bureau of Statistics, 2016). Chi-square analysis was utilized to measure the association between dependent and independent variables at Bi-variate level.

## 3. RESULT AND DISCUSSION

### 3.1 THE ASSOCIATION BETWEEN GENDER ORIENTATION AND ATTITUDE OF MEN FOLK IN PUKHTOON SOCIETY

For measuring the association between the independent and dependent variable at the Bi-variate, the independent variable and dependent variables were indexed. To ascertain the strength of association between dependent and independent

**Table 1: SAMPLE WISE BREAKUP RESPONDENTS**

Tehsil Population	Sample size
Batkhela 129077	212
Thana 104479	172
Total 233556	384

variables, the statistical technique for bi-variate was used. Chi-square test was used to test the association between dependent and independent variables.

The Table No. 4.1 exposes the association between gender orientation and attitude of men folk. A high significance ( $p=0.000$ ) association was observed between working spouses have better understanding about domestic activities and attitude of men folk. It is assumed that attitude of men folk is shaped by better understanding of domestic activities by the working women. Studies carried by Coltrane (2000) reveal that in Western culture both the spouses have better understanding upon inside and outside household activities. Male counterparts are now eagerly taking part with their paid wives in domestic chores. Moreover, a non significant ( $p=0.208$ ) association was established that husbands are willing to take household responsibilities with working wives. It elaborates that the attitude of husbands are not cooperative with working wives. Further, they are not helping them in the domestic activities. The statement of Gerson (2009) neglected the findings that both husband and wives are now sharing domestic responsibilities. They are not working mutually for the well-being of the family. Furthermore, a significant ( $p=0.009$ ) association was examined to facilitate husbands' participation in domestic activities is equal to that of working wives. It is stated from the results that husbands are mutually helping with the working wives in households activities. The findings of Faridi, Chaudhry, and Anwar (2009) support the statement. Most of the studies on working women and division of household tasks represent an increase of husbands' participation in household activities. In subsequent, a significant ( $p=0.010$ ) association was established with husband and wife both work full time and share financial responsibility for the

family's well-being. It explains that both the spouses are working outside of household activities and share financial burden for the well-being of the family. In addition, a significant ( $p=0.017$ ) association was found with working women performs household activities normally. It is shaped by the results that women working outside of their respective houses are also taking the responsibilities of their domestic work and give proper timing to household activities.

Consequently, a non significant ( $p=0.642$ ) association was originated with working wives does not question hierarchal position of the husband. The results indicate that women who are working outside of houses are more expose to question the dominating position of the husbands. These findings are supported by Boateng et al. (2014), that women increasing in education and their involvement in labor are positively related to women questioning the hierarchal position of their husbands. They are taking part in the decision making process in household activities relative to women having no formal education and unemployment. According to Furuta and Salway (2006), educated women are more liable to impose their ideas and they were in unrestrained marital relations which increase their influence in household. A high significant ( $p=0.000$ ) association was evaluated with household activities are performing by mutual consensus. Husbands and wives are willing to take the responsibilities of domestic chores. The both spouses show full cooperation to each other while performing household activities. The statement supported by the findings of Faridi, Chaudhry and Anwar (2009). They were of the view that working wives and husbands hold equal views about domestic activities and performed it by mutual consensus.

**TABLE NO. 4.1 ASSOCIATION BETWEEN ATTITUDE OF MEN FOLK AND GENDER ORIENTATION**

Statement	Dependent Variable	Statistics
Working spouses have better understanding about domestic activities.	Attitude of Men Folk	( $p=0.000$ ) ( $\chi^2=38.7$ )
Husbands are willing to take household responsibilities with working wives.	Attitude of Men Folk	( $p=0.208$ ) ( $\chi^2=8.85$ )
Husbands' participation in domestic activities is equal to	Attitude of Men Folk	( $p=0.34$ ) ( $\chi^2=3.79$ )

that of working wives.		
Husband and wife both work full time and share financial responsibility for the family’s well-being.	Attitude of Men Folk	(p=0.001) ( $\chi^2=09.22$ )
Working wife performs household activities normally.	Attitude of Men Folk	(p=0.017) ( $\chi^2=05.26$ )
Working wives does not question hierarchal position of husband.	Attitude of Men Folk	(p=0.642) ( $\chi^2=0.885$ )
Household activities are performing by mutual consensus.	Attitude of Men Folk	(p=0.000) ( $\chi^2=34.94$ )

**5. CONCLUSION**

It is concluded from the study that Pakistani society in general and the Pakhtun society in particular, remains a male-dominated society where working wives face a lot of problems. On one side, they act as a mother while on the other hand; they act as a house caretaker which means they play dual roles responsibilities. Their husbands show authoritative behavior to control their working status which further affects their relationship with each other. Furthermore, various categories of the respondents on the basis of their age, level of education and nature of job while indexing both independent and dependent variables indicated spurious relationship of women participation in public sphere with men folk. It is concluded that participation of women in public sphere effect the men folk more positively for women belonging to age group of 20-30 and with qualification of post-graduation and it slightly influenced men folk for women having semi-government job.

**6. RECOMMENDATIONS**

Working women play a vital role in overall progress of the society; certain steps are needed to be taken to uplift the status of women in society especially working women as they play an important role in sphere of socio economic development. On the basis of the proposed study recommendations are made which are stated below.

- The role of women should not be defined only in term of wife, mother and housekeeper; in fact she must be encourage to play a positive role in other spheres.
- Pakistan is an Islamic country and Islam emphasizes on rights of women. Religious scholars have influence over the masses and

they can easily educate them about the rights of women.

- Husbands must be educated to cooperate and supports their working wives.
- In our society there is no equality of male and female on the basis of their status, man are dominant in Pakhtun culture. In this connection it is recommended that equal opportunities should be given to women inside family affairs as well as at workplace.
- Women should not be considered as secondary citizen and they shouldn’t be kept in low cadre.
- Government should increases the quota for women in jobs so as for the encouragement of the deprived community.
- Government should also establish day care centers for the children of working women. As the working women may leave their children during their duty hours.
- Women should be given equal powers and status as their male counterparts. They should be given powers of handling home issues.
- Adequate facilities like suitable accommodation near the place of work, nurseries and solution of conveyance problems can improve the efficiency of working women.
- Policy making agencies should have to take positive steps for the implementation of friendly laws for working women.

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