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WOMEN IN BALOCHISTAN: BALANCING THEIR PROFESSIONAL AND PERSONAL LIFE (A CASE STUDY OF QUETTA CITY)

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ABSTRACT:

In Pakistan, women are facing a great burden, as they play different roles in our society. While men, who are perceived to be the employees, only have the obligation to work for themselves and their families, working women are obliged to make compromises for their families and jobs. Women often seek only part-time work or less demanding jobs, which are not only limit their career opportunities but also cause stress and depression. In the urban areas of Balochistan, like Quetta, has women who are more aware, educated, and liberal, but to improve their condition, there is a need for transformation that challenges the gender division of labor and women's subordination to men in society. In this research, the analysts will use the quantitative methodology and techniques, along with probability sampling methods, approaches for information collection. For this purpose, the interviews will be taken from the different places of Quetta, like "Jinnah Town," "Saryaib," "Settle Town," "Pashtoon Bag," "A One City," and "Liqat Bazar." In this research study, the sample size would be 100. The primary goal of this study is not only to highlight but also to discover the causes and

effects of the work burden on women, as well as to make some recommendations to improve their lives. To improve our living standards in this era, we must change our mindset and culture.

INTRODUCTION:

This study aims to investigate how women's workloads can be managed between their home and professional lives. Women's triple responsibilities—reproductive, productive, and community management—have led to a heavier workload for them. Women's reproductive responsibility is based on having children and raising them. Other household chores like cooking, cleaning, and washing are also included. This is regarded as a woman's major occupation. The term "productive role of women" refers to work done by women in exchange for money or other forms of compensation. It also covers work performed informally, such as at home, and subsistence farming. A management position is the third role played by women in the community. It has to do with providing care and volunteer work, such as managing in-laws' and their own family relationships and providing water, health care, and other resources. (Khan,2006)

Despite the fact that men and women have equal rights, there is still a lot of prejudice in reality. Men are expected to provide for their families; thus, their only obligation is to do so. (Benazir, BiBi, et al.2021) On the domestic front, they take no active part. While women, who shoulder countless duties, lack the time to take advantage of greater career prospects and make compromises in their work. They frequently solely look for part-time, low-demand work. For instance, most men participate in community activities because of this, and sometimes they get compensated for it. (Bashir, et al ,2019).

This not only restricts women's employment options but also upsets the national economy. The unequal distribution of household work has an impact on women's mental and physical health. Even though women's reproductive responsibilities are difficult and long-lasting, they are not actually regarded as work. To increase women's participation in industries that are profitable and to lighten the workload placed on women, the division of labor based on gender needs to be changed. (Bashir, et al ,2019a)

The phrase "work-life balance" refers to striking a balance between domestic or household duties and caring for children or other family members, as well as maintaining professional obligations or career priorities, which are crucial for advancing professional and personal development but are regrettably viewed as secondary by women. Because it affects the ability to make decisions, the important effect fluctuates throughout the gendered labor market (Ahmed,2010).

Women are educated, liberal, and granted their basic rights in Pakistani culture, particularly in urban areas like Quetta. Despite this, they are nevertheless deprived, and many of them sacrifice their job chances for their families under social pressure. (Benazir, BiBi, et al.2021a; Khan et al., 2022) Modern, educated Pakistani women appear to have their lives under control. They are professionals at handling the many responsibilities of daily living, such as

cooking, caring for children, and giving birth. They also devote time to their husbands and families while excelling in their professional roles. (Bashir, Siraj Muhammad Arshad & Sadia Barech, 2019) The traditional roles of men and women in Pakistan are established. Women are thought to execute their duties at home, whereas men are thought to perform their duties outside. Their respective traditional duties are stressed. (Bashir, et al, 2019b)

Due to disparities and injustices between male and female workers, many women in Pakistan experience greater levels of anxiety, discomfort, and gloomy dismay than men. Female workers receive less support and compensation. They work more and are more skilled and efficient in their work, nevertheless. Women with higher positions are not accepted in this patriarchal culture due to the idea that men govern it. This causes women's stress levels to rise because they used to have greater influence over their money. (Balaji, 2014) Due to greater prospects for women, who have historically been undervalued and underappreciated for their contributions to both their personal and professional lives, two-income households are now very prevalent. Discrimination and uneven pay have been and continue to be major obstacles to the empowerment of women. (Mahtab, 2007). Our society is a conventional one, where women are still viewed as having better household chores in theory, and this is why these severe intensifications of many periods are important to the possessions of women employees. They are dependable for looking after their kids, entertaining visitors, caring for their relatives, and running the kitchen and other household chores. While many of us talk about women's empowerment and rights, we fail to recognize the challenges that working women face in a culture like ours. Ignoring all these responsibilities for the sake of official work where women are employed is unacceptable to their husbands and other male coworkers in the area.

PROBLEM STATEMENT:

The study investigates the triple burden that women bear due to their many problems. It is quite challenging for women to manage and balance their home and professional lives because psychological and mental health problems are primarily on the rise in this demographic due to the intense stress of the workplace. The biggest kind of discrimination, which also has an impact on women's mental health because they take care of their families just like men do, is the pay gap between male and female employees. This study investigates the causes and mechanisms of the triple burden in women. Since women are expected to take care of everything in our culture, including working, it can be challenging for them to handle, and their spouses and in-laws frequently do not provide them with home support. This puts pressure on women.

In Pakistan, a patriarchal culture is one in which men rule and treat women in a variety of ways. The majority of these issues/problems have an impact on women's reproductive health because of their mothering roles, but they also have an impact on children's mental health. For example, children may stop talking to their parents or become afraid to approach them. When a child witnesses the behaviors of his father, grandparents, or other family members

toward his mother, this is frequently perceived as having a particularly negative and long-lasting impact.

The majority of women are unaware of the authority Islam has given them as women and in the subordinate being "a mother, wife, daughter, and sister." It is extremely difficult for women to combine their personal and professional lives and establish equality between both obligations. Due to the fact that women are the ones who created humanity, social demands and professional stress add to the triple weight placed on them. This has an impact on not only the woman but also her family.

OBJECTIVE OF THE RESEARCH:

- To find, how women balance their personal and professional life.
- To investigate the impact of overload work on the physical and emotional health of women.

REVIEW OF LITERATURE

The literature study concentrates on the role of women who bear the triple burden in Pakistani cities like Quetta. It would appear that contemporary, educated women would have control over their life in this largest city of Balochistan, yet there are a variety of problems that are holding them back. The contribution that women make to the home, the workplace, and the community is crucial. No one can deny the responsibilities that women have. It also discusses the gender pay gap, societal mores, and other difficulties that Pakistan's career-oriented women face in urban areas. The literature is used to educate women in Pakistani cities like Quetta about their place in community service, productivity, and reproduction. It also helps us discover strategies to shift home gender roles in a healthy, balanced way.

We must review prior studies when examining the triple load of productive labor, reproductive labor, and community service on women in Quetta. These studies' thorough understanding demonstrates that men attempt to control women's labor power and are successful in doing so. The role of in-laws and societal conventions burden women and increase their workload in each of the three areas. (Alizai, Shahida, et al.2021)

The unequal distribution of income, power, and privilege between the sexes is referred to as gender stratification, according to Ali, Rahbar, Naeem, Tareen, Gul, Samad (2002). The division of labor is unfair because of the gender gap. Men are regarded as being the head of the household, in charge of all domestic affairs and making decisions both within and outside the home. The division of work in reproductive, productive, and communal services also blatantly demonstrates this gender imbalance. While males are enjoying their position as the head of the household, women are subjugated and forced to perform reproductive and productive work as well as community service. (Bashir,2019)

According to Jehan (2000), gender stereotypes and problems are the result of socialization. She makes the case that, even when wives are earning on their own and contributing more than half of the family's money, they are still

solely responsible for taking care of the home and the children in modern society. She described gender inequity as the foundation of a society's entire gender system, in which women are the underclass and are abused as laborers, sexual partners, and child bearers. Equal distribution of labor is necessary to improve society's structure and relieve women of their triple burden. (Bashir,2019a)

In Pakistani society, parents value and cherish their sons more. They have advantages over their female siblings in terms of privileges, status, and opportunity. They are raised with the intention of dominating women. They internalize this gender bias and see themselves as the supreme authority over women. (Barrech, et al.2019; Ullah, 2020) The lads have grown up with the expectation of being treated differently. They are given an excellent chance to educate themselves, and they appear to have a right to decent housing, food, and clothing. As a result of their upbringing, males dominate over their wives, take charge of their lives, and demand special treatment from them while ignoring the needs of women in the workplace, the home, and the community. (Siraj, Bashir and Huma Zafar,2017)

Women are more susceptible to a variety of mental and physical diseases due to heavy workloads, poor diet, lack of sleep, and emotional stress. Our patriarchal society is known for its irrational expectations, which make women's lives unhappy and stressful. But it is expected that they will do their jobs cheerfully and without grumbling. (Siraj, Bashir and Huma Zafar,2017)

According to Ayesha Khan, discrimination against women in terms of equal pay and career advancement possibilities is pervasive in banks and corporations. Women's empowerment is also tied to paid work. It warned that skilled and diligent female employees often overlooked when it comes to promotions. Employers favor male or unmarried employees over married and child-bearing females, even at the hiring stage. Additionally, it is a fact that companies do not support their pregnant female employees, and the worst aspect is the improper observance of Pakistan's labor rules. (Kibria,1993)

By changing the traditional labor division, this research will undoubtedly support women in their professions and help them balance their personal and professional life. According to Pakistani data for the years 1990 to 2019 on female labor force participation. (Saleem,2018)The average value for Pakistan throughout that time was 18.21%, with a minimum of 12.51% in 1995 and a maximum of 23.86% in 2015. The most recent evaluation is 21.92 percent from 2019. Based on data from 182 countries in 2019, the global average is 51.98%. (PFLF,2000)

METHODOLOGY

This investigation was supported by an analytical study. A quantitative (survey) methodology was applied in this study. The technique used to gather focused data or results on a huge scale. This study is based on the quantitative technique, and there are three different sorts of methods used: survey, exploratory, and finding out the instances and analyses on triple Women in

Balochistan in Quetta, Pakistan, Striking a Balance Between Personal and Professional Life.

The universe of this study consists of the work burdens of women belonging to different professions in Quetta, who are facing triple burden effects and ways of balancing their personal and professional lives. The interviews have taken place in different places in Quetta, like "Jinnah Town," "Saryaib," "Settle Town," "Pashtoon Bag," "A One City," and "Liqat Bazar."

The probability sampling approach, which was employed for this study, incorporated stratified random sampling in addition to random sample. Interviews that were scheduled were used to acquire the data. Out of all respondents, 100 were chosen. the gathering and manipulation of data to provide substantial research study information based on quantitative/survey research. Simple frequency distribution tables and the Chi Square method would be used to evaluate and summarize the data in this study.

RESULTS AND DISCUSSION:

Through tabulation and SPSS design, the data was broken down. This investigation's primary goal is to identify and analyze the position of women in Balochistan as they balance their personal and professional lives in Quetta. Essentially, the main elements featured here focus on the socioeconomic problems that women in our society deal with on a daily basis.

Table. No.1: Respondents According to Age

Options	Education	Health	NGOs	Banks	Total
20-25	02	13	10	14	39
26-30	03	07	06	01	17
31-35	12	02	04	05	23
36 to above	08	03	05	05	21
Total	25	25	25	25	100

As per this table,39% of women have been interviewed between the age of 20 – 25, 17% were interviewed to age 26-30.23% were interviewed age 31-35 and 21% were interviewed the age of 36 years above.

Table. No.2: Respondents According to Material Status

Options	Education	Health	NGOs	Banks	Total
Unmarried	09	07	08	11	35
Married	16	17	15	14	62
Widow	0	01	00	00	01
Divorce	0	00	02	00	01
Total	25	25	25	25	100

This table shows that 62% of women in practically every sector are married. According to the comparison on the table above, 35% of women are single, and 1% of women are either widowed or divorced. It demonstrated that working women are not just those who are married; rather, it illustrated how

women's lives are characterized by a triple burden that affects both their personal and professional lives.

Table. No.3: Respondents According to Home Environment

Options	Education	Health	NGOs	Banks	Total
Friendly	13	12	10	14	49
Pleasant	12	10	15	10	48
Serious	0	03	00	00	03
Cozy	0	00	00	01	01
Total	25	25	25	25	100

As per this table, 49% of women's home environments are friendly, and 48% of women's home environments are pleasant. 3% of women's home environments are serious, and 1% of women's home environments are cozy. Most people believe that a friendly and pleasant environment is beneficial to everyone in their homes.

Table. No.4: Respondents According to Duty Hours

Options	Education	Health	NGOs	Banks	Total
1-4	09	02	0	0	11
5-8	16	20	20	21	77
Above 8	0	03	05	04	12
Total	25	25	25	25	100

According to this indicator, which describes the working hours of the duty, 77% of respondents work 5-8 hours, 12% work more than 8 hours, and 11% work between 1 and 4 hours.

Table. No.5: Respondents According to Do You Do the Whole Household Work

Options	Education	Health	NGOs	Banks	Total
Yes	18	20	13	16	67
No	07	05	12	09	23
Total	25	25	25	25	100

This table depicts the contribution of working women to household work. 67% of women worked all over the household by themselves, and 23% of women did not work all over the household by themselves because they had helping hands.

Table. No.6: Respondents According to Manage Your Home, Kids and Job Well

Options	Education	Health	NGOs	Banks	Total
Yes	20	20	14	18	72
No	05	05	09	07	26
Total	25	25	25	25	100

This table reflects that 72% of respondents manage their home, kids, and job well and 26% of respondents do not manage their home, kids, and job well.

Which means it is difficult to manage without the support of anyone and shows the "triple burden" on women in Quetta.

Table. No.7: Respondents According to Is the Environment of Your Office Cause Stress or Any Health Issue

Options	Education	Health	NGOs	Banks	Total
Yes	19	17	14	19	69
No	06	08	09	06	31
Total	25	25	25	25	100

According to the table, the environment in 69% of respondents' offices causes stress or other health issues. And for 31% of the population, this statement is not applicable. Same as for the "No" response, individual numbers are given in the above table, which means mostly women are suffering from stress and other health issues.

Table. No.8: Respondents According the Male and Female Workers of Your Office Have the Equal Rights

Options	Education	Health	NGOs	Banks	Total
Yes	02	10	19	18	49
No	23	15	06	07	51
Total	25	25	25	25	100

The frequency of this table explains why 51% of respondents think that male and female workers in offices do not have equal rights, whereas 49% of respondents are in support of having equal rights, which means it is almost equally likely that equal rights are given or not, and it is very common in Karachi. When it comes to female employees, management always thinks they are easy to hire and easy to fire.

Table. No.9: Respondents According Have You Ever Visit the Psychiatrist Just Because Of Work Pressure

Options	Education	Health	NGOs	Banks	Total
Yes	04	04	01	02	11
No	21	16	24	23	51
Total	25	25	25	25	100

This table shows that 11% of respondents have visited the psychiatrist just because of work pressure. 51 percent of respondents have not visited the psychiatrist due to work pressure.

DISCUSSION:

Due to injustices and unbalanced gender roles in contemporary communities, women are subjected to a triple burden that affects both their personal and professional lives. This generates mental health problems for people all over the world. This develops hidden hurdles that affect both society's values and science. While these difficulties manifest themselves in a variety of ways at

work, they have their roots in widely disparate cultures. The first burden is reflected in the working environments where there is a conflict between standards and practices. This leads to tension, stress, and anxiety.

The second responsibility highlights the disparity and unequal distribution of home duties for working women. The third hardship is coping with relative segregation's insufficiency from long-lasting links. In Pakistan, the majority of organizations and institutes do not adhere to Pakistan Labor Law, making women's job worthless, unrecognized, and of no value. Most women are oppressed because gender discrimination and gender roles in our society are not equitable, and their labor is often not appreciated by their families. But if you look at real women in the workforce, they can play a significant role in driving economic growth, and their involvement is rising steadily. This contributes to closing the gender pay gap in the workforce.

This study is based on a comparison of the health, education, non-governmental organizations, and banking industries, which all saw a rise in the participation of women. The research's goal is to examine how women participate in the economy and strike a balance between their personal and work lives.

Without the help of their families, and especially without the support of their spouse or husband, women find it extremely difficult to manage their roles equally. Each woman in this survey contributes a unique life narrative despite the fact that the causes and reasons for the triple burden on women's lives are essentially the same. The majority of women are dissatisfied about the disparity in wages and inexpensive labor compared to their efforts and honesty in the workplace.

CONCLUSION:

Women regularly wake up early to prepare breakfast for their children so that they don't miss the bus to school. After waking up and helping them with preparation before watching them leave, she went back to the kitchen to get another arrangement of food for her other family members and herself. She has a quick sip of coffee and a quick glance at the morning paper before she needs to go for work, which is not quite 30 minutes away. When a woman learns that she doesn't have the option to object at work, she stays alert and performs at her best while making an effort to get rid of the frustration she feels. She returns home, prepares dinner, helps her children with their homework, cleans the kitchen, takes out the garbage, and finally, at ten o'clock, leaves for her exam to prepare a formal report that is due the following day. This is now universally acknowledged to be true for all working women today. The terms "triple load" and "triple role of women at work" are used to describe the amount of unfinished business facing women who are involved in financial activities but are also bothered by the inconsistent amount of unpaid domestic chores. She embodies the triple function of a woman: creative work, lucrative work, and network participation.

RECOMMENDATIONS:

- Working women should manage their time well because if they don't, they won't be able to manage their tasks and will feel the burden of their workload.
- According to traditional norms and ideals, women's first obligation is to their families, but they should also prioritize their own development.
- Parents must raise both their sons and girls equally and should raise their daughters with affection, a strong sense of their rights, and a boost to their self-esteem.
- Husbands must encourage their wives and help them in handling issues related to balancing their personal and work lives.
- In-laws are significant figures in the lives of women in our culture, and they should treat their daughter's or sisters-in-law with love and respect.

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