

Problem and Challenges faced by Working Women during COVID-19 Pandemics: A Case Study of Sindh Pakistan

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Abstract:

The current research investigates the Problem and Challenges faced by Working women During COVID-19 pandemics: A Case Study of Sindh Pakistan. Data were collected from 200 working women from various districts i.e Larkana, Shikarpur and Sukkur by using simple random technique were used. A Structural questionnaire was developed for the reliability and validity of Data. It was revealed that impact on working women during COVID-19 pandemic is measured by psychological distress scale, work satisfaction scale and family satisfaction scale, researcher apply the quantitative research and numerical analysis of the data using the random sampling method taking only female working women which works in education sector, Health Centers, NGOs, Welfare Dept. It was revealed that during COVID-19 pandemic working women suffer a lot because of lack of transportation and social issues. It was further revealed that Similarly they have less access to join social gathering because it may suffer their work or they have less number of leaves. 150 respondents, 37 from education department, 13 were doctors, 27 were nurses, 33 were employees of various NGOs and 40 were sales representatives in various cellular companies were selected for current study. Working women face difficulties to look after their homes.

Keywords: Working Women, COVID-19 Pandemics

Introduction:

COVID-19 pandemic affected developed and underdeveloped world. Working women particular in various departments in Pakistan suffer a lot during this pandemic. work is most common in various field like in behavioral science,(Allan, Loudoun &Peetz, 2007), people and employee management (Grady, McCarthy, Darcy &Kirrane, 2008; McDonald, Pini& Bradley,2007 , psychology / mental make-up (Greenhaus, 2008; Frone, 2000), gender specific studies (Sullivan & Smithson, 2007; Hill, 2005; Sullivan & Lewis, 2001) & firms studies (Kelly, Kossek, Hammer, Durham, Bray, Chermack, Murphy &Kaskubar, 2008). A lot of women are working in colleges, schools, private centers, with lowest salaries in early ages, as effect women feel compel to work long hours for giving security of their jobs, due to promptly changing in business conditions, companies cannot be handover secure employment and for that reason the values, job satisfaction, attitudes, norms of employees are also change (Guest, 2002) .

Family Circle modulation that affected on the work life balance of women as individual basis, in current days it is include women working at different palaces and increasing the household work too, as earlier concept is also follow still today that women are homemaker, it means they are engaging in their home cleaning, food preparation, baby caring, and handle all conflicts which are occurs in family and work, (Falkenberg and Monachello, 1990; Ramu, 1989). So that working women plays double role.

Although women are actively and equally supporting the men from Stone Age in socioeconomic ups and downs. Political instability and recent wave of terrorism affected their role in Pakistan. Due to insurgency it is becoming hard to harder for a middle class family to earn bread and butter to continue their breath in reasonable manners. Pakistani women already faced many bad experienced, disadvantages comparatively men of the same class on their jobs. This factor leads to less entry of women in job market. To fulfill basic desire of daily life, women of middle class families are working in various government of non government organizations.

Our society prejudice against women continues from her child hood. In mostly families girls were feed after male. Due to requirements of their jobs they spend most of day time outside from their homes. During this time they face many problems as like, prejudice and especially non recognition of their help even from their families. This act may suffer their status and their skills. The present research, therefore we organized to investigate different problems that working women face in Sukkur city. The Society of Sukkur is traditional mixed society of different social classes and opportunities for women to find employment are very less. Most of families are living under joint family system in city. In Pakistan working women face most of problems that are not facing by working women in developed countries. In Pakistan mostly men don't share household chores. It is the prime duty of women to make food, look after children and family, clean the house and other routine works. Therefore major burden come on shoulders of women. At the current pace of development, the populace builds an opportunity to arrive at the objective of more data\$ 2 billion. Sadly, this is dissected as far as responsibility of cash. Implies never turns into the end. What's more the crowd all around the world to appear as something else, so every nation should draw up the field. Their objective is the logical inconsistencies and clashes. Indeed, even in semi-regulation, the social distinctions among India and Pakistan regardless of the nearness and close relations) are exceptionally assorted, a few choices are not plausible in India, Pakistan, as well as the other way around (Zafar, 2004).

Wretchedly, the past arrangement, time and assets utilized in the quantum of neediness estimations isn't important to have taken neglected to be put at this stage, yet the truth of the matter is that there are more endeavors to joint exercises in estimating and cutting, not some direct activity. Seventies, eighties, nineties was brimming with disappointment contract. In the event that it is viewed as a disappointment, the issue might be correct, however not by and large. Continually inspecting the World Bank to decide the size of the work being discretionary, it actually can't be found. "Neediness and the House of Lords and they are," and two books very much archived, a realistic picture of the World Bank has happened

Research Methodology

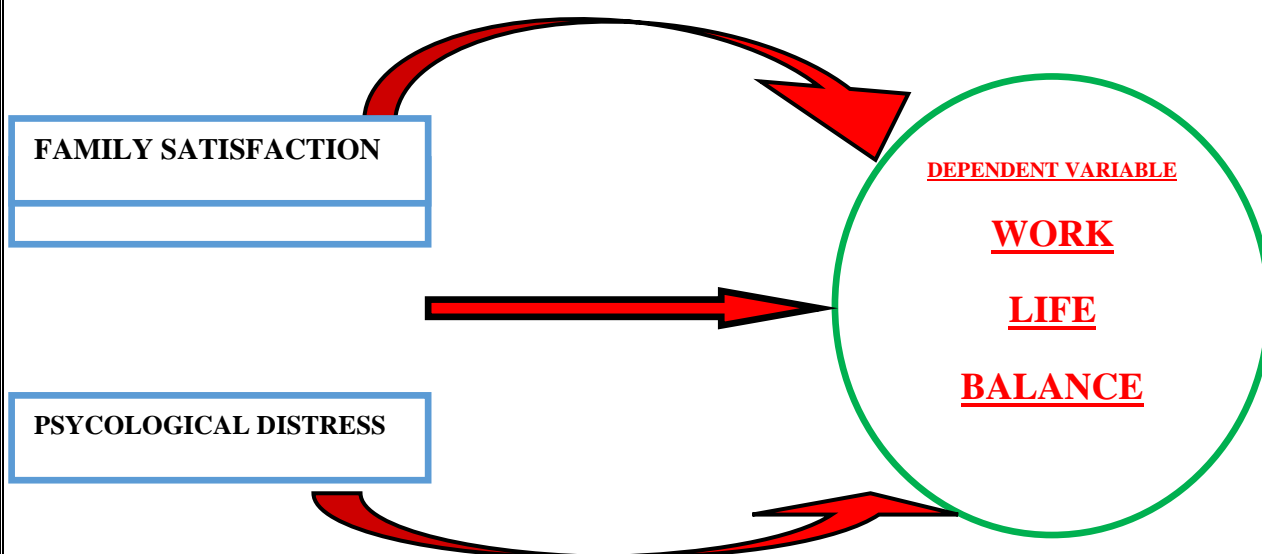
Data were collected from 200 working women from various districts i.e Larkana, Shikarpur and Sukkur by using simple random technique were used. A Structural questionnaire was developed for the reliability and validity of Data.

Results

2.5 CONCEPTUAL FRAMEWORK

INDEPENDENT VARIABLES

DEPENDENT VARIABLE



During COVID-19 pandemic working women in Pakistan suffers in many ways. Mental prosperity or psychological distress is one of the basic element to measure the person's prosperity which can explained "A position of prosperity in that singular recognizes their particular strength" that handle to ordinary burdens of human health and can be complete the task efficiently and productively and than ready to prepare commitment with their own group. (World Health Association, 2005, p.18). Mental prosperity / psychological distressjudged through diagnose the expressions like as; nervousness, panic, willies, worriment, dullness, unhappiness, hopelessness and reaction of inability and doubtfulness (Goldberg, 1972).Writing shows connections enclosed with mental prosperity and capacity tosatisfying personal life. (Wall, Payne and Fritschi, 2005) displayed the similarityin between work- life strife & mental trouble (Allen et al., 2000; Netemeyer et al., 1996; Frone et al., 1992), & in between work- life strife discouragement & tension (Allen et al., 2000). In any case, Frone et al. (1992) contend the connection enclosed by sadness and work –life strife extra grounded added the connection between dejection and work - life strife.

Conclusions: During this pandemic work stress and COVID-19 has positive relationship. work satisfaction discussed by various researchers that is interchangeably used job satisfaction or employee satisfaction. Numerous analysts shows very solid positive relationship in between task done / work fulfillment and human /people prosperity (Greenhaus et al., 2003). The term job satisfaction may be distinguish in impressive job satisfaction also can say overall / complete job feelings, like as job condition in which (salaries, working job hours, retirement plans attractive pay packages and annuity plans), open doors as well as working women intelligent assortments (Moorman, 1993). Agreeing to Farmer (1998) that suggests two elements of work which are directly affecting on work satisfaction (1) Personal elements like as qualification, family demands work requirement, trainings, career development and (2) work elements like as expertise assortments, task identify, task significance, skills, work stability, job design, boss supports part over burden and struggle for providing security of job (Frone et al., 1992), suggests that job fulfillment determine the emotional stability of every individuals for measuring the experience work satisfaction, from that place where you work or as total. (Paton et al., 2003).

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