

# CHAPTER ONE

## INTRODUCTION

Recently, women career liberalization and development has become the hyper area which is dragging concentration of all faculties regarding sensitive dimensions being prevailed throughout the world. Intellectual gatherings and training courses are getting carried out all over the world to focus the recognized problems associated with gender discrimination at places of work. That is often due to many considerable prime factors of the global labor source since last five decades of the previous century - can be raising the female involvement. However, female at the highest amounts of organization are still rare<sup>1</sup>. Globally it has been recognized and determined very early specifically in the European states because they framed their educational system on more visionary level and designed curriculum are more effective than other developing countries of the world .At grass route level these all elements which are being considered by other countries later on have been inculcated at very initial level.

This effective circumstance writing offers brought as "Unfair limitation" (GC). It can place on show that there are limitless imperceptible hindrances to incorporate person, , family members, natural and social components- ladies are facing. While at the same time trying to ascend the accomplishment moving stool. Essentially the manifestation "GC" alludes to undetected or perhaps produced interferences that maintain women from progressing previous a particular Status (Commission rate- Federal GC)<sup>2</sup>. In this condition analyst make

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<sup>1</sup> D.E. & Fletcher , J. K. Meyerson, "A Modest Manifesto for Shattering the Glass Ceiling." (*Collection, Paper, 2000, Advance Library*).

<sup>2</sup> Commission, Federal GC. *The GC;. In Dunn D. Workplace/women's place:an anthology.* 2nd ed. Los Angeles: (CA: Roxbury Publishing, 1997).

An effort is definitely to discover the influence of the GC on Female Profession Advancement (WCD).

The term glass ceiling means imperceptible and indissoluble matters in sequel to which females and subgroups cannot head to higher level status in professional life particularly – in fact many distinguished qualities, skills, qualifications, triumphs, abilities and traits. Results of glass ceiling are taken into account in various weightages and hypothetical considerations to emphasize on the steeplechases for females in professional status development<sup>3</sup>. This is not the new mythology and consideration in current bookish era or new concept in the world because history shows that this was being determined at all levels in all ages. This term ‘glass ceiling’ utilized for the 1st decade in the year 1986 to inform the resistances and hurdles faced by ladies which confines particularly competent females from heading to the bureaucratic paradigm or any other top positioned posts which are the ultimate end of their initial selection on merit base. From previous couple of years’ subject of women professionalism development and their hurdles to obtain top positions has been pinned for discussion not only at highest levels of the world but in developing countries too.

It is thought provoking that girls are still minor and under male gender biased this tendency effects the women heading to the prime level of their carrier in so many countries of the world and also in very notable organizations having distinguish status. In the non-governmental sector of world, alarming state of 94 percent women are crushed during their

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<sup>3</sup> Smith, P., E., & Crimes, B. ""Women in Management a Case of a "Glass Ceiling'?: An Investigation into the Relative Under-Representation of Women in Senior Management Positions in UK Travel and Tourism." (*The International Journal of Diversity in Organizations, Communities and Nations*, 2007)

Struggle to high positions and remaining percentage is entertained due to other supports.<sup>4</sup>. Just like additional sectors ladies confront a great deal of blockade in personal sectors of our homeland. Females are trying to get the professional status for which they are worthy of and the intellectual level which was the same at the selection stage as of men. It has been analyzed that from previous many year females are at linking and lowest level of designates in industries under nonpublic scenario but yet their very huge percentage is certainly at bottom in top rated management levels even being competent from all professional aspects. It is also drastic that women are facing ethnic instabilities, male or female discrimination and elements of ethnicity. In sequel to various analytical findings the whole world's only twenty one percent women are at best executive principal status in double hands- exclusive and general communal areas. It shows that this issue is definitely an alarming one to maintain the intellectual balance of the working world.

It has eminently exposed that females are facing in abundance the horrible consequences of glass ceiling from various aspects.<sup>5</sup>. This noxious element has played a vital role to deteriorate their career opportunities to very pathetic situation. This horrendous design is not only putting back females at upper level but all levels of their working which is leading them to cynical state of mind. Though it is being dealt with it at the higher level but its losses can be considered and seen at all levels. GC (Glass Ceiling) is definitely an outcome of masculinity biasness and gender psychological inclinations which has been nurtured from inception of the civilized and sensible development. Men were warrior and leaders of the state and it was considered that female are only to work at home even the great philosopher Aristotle was also of the same opinion. It can be contemplated that professional

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<sup>4</sup> Bullard, A., and Deil W. N. D. Commission, Federal GC. *The GC; In Dunn D.* . 2nd ed. (CA: Roxbury Publishing, 1997 Los Angeles: - *Workplace /women's place:an anthology*).

<sup>5</sup> (Commission, 1995)

work cannot be dealt with by simply woman. Man can control the function and can perform bureaucratic careers better than women. Females are not really powerful and strenuous players because of their maternal, physical and emotional character. It is generally presumed that women are less competent in emotional and sentimental management. This trend is being prevailed all over the world and very prominent and renowned organizations are also silently acting in the same manners.it has been observed that female are being paid less than men having the same status and nature of job. In BBC one of the most senior journalist working for a long time in the organization resigned from the job because of hyper gap in pay due to gender basis and openly declared it “a secretive and illegal pay culture”. Now generally speaking about the awareness this example from such organization cannot be expected. Carrie Gracie from china declared that this noxious trend was already reported to administration but was not entertained. She also declared that there is a crisis of trust in BBC. According to her she is being paid 9.3% less to men while there are 500 employees are there while the men enrolled at the same time after the same criterion – she got the position in the BBC while all other men have been promoted and obliged while I was neglected being a women. While in my study the women to women counter has also been discussed and that is proved in this case of Carrie Gracie because the senior women in the BBC including Jane Gravy also questioned the report. This shows that in some cases women are also standing against the women to facilitate them to go ahead for such deserving posts.

It is expected that power of producing sensible and accurate decisions of women is less than men because men have more social interactions and their practical learning is more than women. Some research uncover that glass ceiling in personal situation is not existing. This self-tailored problem just to show them that they are neglected gender being female who get additional unfair benefits and obvious reason that of much less expertise of female, while

Analysis displays that this challenge is present for women<sup>6</sup>. It carried out an exploratory examine that GC (Glass Ceiling) exists in every area of Pakistan which resist females to stand at highest rated positions<sup>7</sup>. The man leaning culture which is a chronological frost. Though some non-governmental departments are assisting females very limited however in a confusing restrained method conditioned with that if she will provide her greatest overall performance in this male major culture and always gaged to men.

The unreasonable obstacle is obviously present today as profound established by a large number of examinations and trails for women, some general observations and statistical approached regarding status and working of females in the administrative status exposed that females are not being accepted as head governing men that is why it is being taken by men as a matter of ego rather matter of justice that is why girls simply reach to 2% of existing 500 CEO's positions.

Another reason of bumpy professional success of females was due to the contemplations of the even older man affiliates who also most typically settle on options in association that dedication, enlistment, advancement results and essential arranging, as compared to any kind of variations in the capacity of female and male directors – dominates women to men. <sup>8</sup>. A Lebanese analysis discovered that the top managerial positions are covered by men and rarely women can be seen over there. . There are more probabilities of special offers for male when we maneuver towards top administration as compared with feminine. More problems are targeting women in offers of best positions in education department after that man workers<sup>9</sup>. It in sequel of research - that in Pakistan 51% are woman

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<sup>6</sup> (Siddiqui 2014)

<sup>7</sup> (Shafiq 2014)

<sup>8</sup>(Jogulu, U. & Wood, G. 2011)

<sup>9</sup>(Dah, A., & El-Kassar, A. N. 2009)

working in education department displaying that right now classic function of female is usually changing being well educated and groomed now, and some are actually playing multi-dimensional roles and being sandwiched between family obligation and professional responsibilities.<sup>10</sup> Besides of all these regarding evolution and adjustments women are facing imbalance situations, acumens, ethnic, social problems and advertising complications in education department specifically.

It is exposed belief of Pakistani people as a general opinion prevailed in the society that women of all ages are great just as occupational trainers in a confined and controlled environment. They lack in concrete administrative decision with complete competency approach because of their nurturing habits. Positive estimations are not created when women incline for management positions at various levels. In such situation it is not easily advertised and cured with equity. While of the other hand , hit at reduce level and professional occupations , lower pay, lower consideration with their features, gender difference with no motivational actions for them is hyper facing of the women in such all societies and if it is declared that the situation globally as above mentioned – cannot be called in question.<sup>11</sup>

It is led an evaluation upon sticky flooring and term related remoteness inside the Pakistani circumstances focused in education department. The assessment exhibited that feminine are busy with handling this issue at all levels particularly at the higher level of administration in public sector and centered divergence in payment was extensive in personal department<sup>12</sup>.

Generally this tendency is being felt at all level and increase in the awareness of women took her out of such paradoxical debate of gender discrimination. Equality and Equity both are being contemplated and encompassing this horrible issue not only physically but

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<sup>10</sup> (Tahir 2015)

<sup>11</sup>(Imran 2013)

<sup>12</sup>(Ahmed 2009)

Psychologically too. In developing countries the situation particularly in education departments is more verse. Though it is being felt by various stakeholders of these countries but the progresses not of that worth which is required.

### **Glass Ceiling Examples in Pakistan general and education department.**

In Pakistan there is a fast growth in females inclining to jobs or work in any profession or faculty preferably in Education and Medical. Regardless she is contemplating physically, mentally and wrong conduct of ladies at workplace. Reliably, an enormous number of ladies of Pakistan are chafed by their male partners with in this Islamic state. Most ladies from the indicated "notable families" are constrained to remain calm. Data from the official authorities prescribes that ladies more than seventy percent are pester at their workplaces standard, notwithstanding the way that the 'Safety to protect against Harassment of Females in Place of work Bill 2010' which usually was set apart by past president Asif Ali Zardari when he came to control. The internal and crucial circumstances the women in Pakistan also in threat to be taken to the prostitution. Departmental discrimination has also taken women to pathetic situation (Fozia Saeed in Taboo!The hidden culture of red light area)

German ladies are more qualified than men, says Burckhardt, yet with respect to work, ladies still pick up an ordinary of 23 percent not as much as their male accomplices. Ladies here moreover stand up to the oppressive restriction with respect to progressions - the ones who do get to the best are few.

As demonstrated by Burckhardt, a couple of associations are by and by working viably with schools to attract more female understudies towards particular occupations, for the most part overpowered by folks. A couple of German associations have characterize destinations to fulfill not as much as a female at thirty percent specialist extent at the bigger status with a state of making it fifty for each penny within the near future.

In Pakistan the number of working ladies is still at the lower level and ladies are remunerated just fifty percent of what their male colleagues gain in percentage in private

department not in public sector. Be that as it may, Pakistani departments and organization should see all the more working ladies earlier. As per Higher Education Commission (HEC) statistic 2010, over than forty two percent (42%) of Pakistan's 26 lack young ladies were understudies at secondary school. In 2010. In colleges, ladies generate Forty seven for each coinage of Pakistan's 11 lake college going through the studies, till 23 for every coinage in 1993.

In February 2011 highlights that Boardrooms working ladies, now make up 4.6 for each penny of the board individuals from Pakistani organizations and ladies individuals hold 78 situates out from that three hundred and forty two seats available for - the Islamabad in National Assembly (NA). One of the national spending plan 2017-18 has exhibited an objective of accomplishing 10 percent ladies portrayal in the administrative seats of every single recorded organization.

Ladies have likewise grasped generally male-overwhelmed callings, for example, taxi-driving, in spite of the fact that they have to play it safe to establish herself in strong was in front of men and it is deemed right that is such case she will not find any safe zoon. Zahida Kazim, a daily wager in her age of 50s, drives her rented taxi in Islamabad. Travelers are benevolent, conscious and agreeable.

In any case, this may be a direct result of her seniority and the huge shawl that covers her head constantly. within Pakistan, ladies at working capacity and inclination who don't legitimately cover their chests and head with proper cloth called as "Duputa" or Shawl - are viewed as "easy to approach " and "tolerant," while the biased male takes a long and streamed time to change in this perspective. Now in Pakistan see through dresses are banned according to law and dress code has been enforced in education department particularly but the change of dress is very short term solution rather it is more vital to change the mind of the men in Pakistan. The education department plays a vital role in shaping the mind but it has been



observed that in this department also glass ceiling is dominant like other department. This study focuses on education having the view of its sensitivity gravity.

### **The Invisibility of Glass Ceiling**

The Glass ceiling is called an undetectable and inaccessible obstruction that has been pressured on women and minorities bearing in mind. The end objective to keep them secure from violent uprising to the bigger positions from the associations, in spite of their capability, latitudes, skills or achievements. Before this kind of term or example was restricted to the interferences pressured within the functioning females yet it is now extended to prevent or perhaps barrier in strolling in front of minorities and races likewise. "The hidden, however indestructible blockage that shields minorities and women by climbing towards the top steps of the organization pecking order, spending small attention for their capacities or achievements. in Every sort of business offers skilled the void of discriminatory constraint in previous, it chiefly is present pertaining to working females in the business as well as in open public sector specifically in Education department ”<sup>13</sup>. People trust that females in organizations possess confronted extreme period of unachievable rank, regardless of that they possess modified to progress via locations of secretaries to directors.

It was disseminated the prejudiced based impediment since with the exception individual's improve only to become ladies designed for their capability to oversee employed at best amounts. Chiefly the boundary successful minorities and ladies shows up to can be found in creating countries in which the openings meant for work will be uncommon plus the

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<sup>13</sup> (Authorities Cup Roof Commission rate 1995)

Social purchases are man ordering<sup>14</sup>. In Pakistan yet that conservative myth prevails regarding females even in highly educated people or educationists. In education department if is asked that either they like women as head or men – surely the consolidated and common voice will support the men. As these days there are virtually comparative quantity of possibilities for both men and females in Pakistan in a variety of areas just like therapeutic, medical, information casters, restaurants, receptionists and educationists - ladies are still uncommon in older positions and top operations. It was uncovered that females and males have same boundaries whenever they hit recognized level yet the amounts of inconveniences are two fold for female in balanced level. The nearness of biased based obstacle is in the community industry since gender interaction splitting up. Greater a part of businesses support guys for best of the admin and in this kind of way woman extent is usually low instead of male. It recognized that females with reduced capability are definitely more defrauded of splitting up once contrasted with Females with higher capabilities in wellness and education department. This individual discovered simply no large oppression females in teaching bureau of private department, rather this individual specific change gender alignment separation inside the training subset of personal component in Hyderabad region<sup>15</sup>.

It was deduced that in privately possessed businesses females don't deal with Cup Roof as tug at to a main picture<sup>16</sup>. The assessment clarifies that few of girls in educational positions deal with interferences in professional achievement. Since the concept of biased centered impediment, very much spoken conflict offers was required for support and against of unfair limit influence and unique experts possess varied thoughts. A few made up this as undetected border. A few stated they have switched out to end up being unique however there is certainly similarly one school of thoughts believed that details the presence of unjust

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<sup>14</sup>(Morrison, A. M., White, R. P. & Velsor, E. 1987)

<sup>15</sup>(Channar 2011)

<sup>16</sup>(Rana 2007)

restriction ,having the look at stage that can be not really the lovemaking positioning or ethnic splitting up - usually avoids ladies and subgroups to achieve on big positions. However features of them, responsibility and training. Since it is anything but hard to rebuke organizations and administration for oppression ladies and group when you trapped faster or later on of the occupation or perhaps arrived up brief upon .it can hard to show that it's not really a result of competition or intimate alignment but instead their instructions and abilities to education and educational strategies lead at all level of learning. Creator's thought is always to define unattainable rank while troubles which possess been efficiently faced by a couple of females and his panics who have damaged this prejudiced centered impediment and arrive to the best positions and the individuals who could not produce it state their selves casualty of unreasonable obstacle impact.

Regardless of the extended workforce expense, females continue struggling segregation in the activity advertise and they are all the more frequently talked to decrease and kept at middle administration level. In the opinion of Gender Space Statement 2010 Pakistan is found 132 away of 134 countries -Inside the whole Asia and Pacific location Pakistan is situated last and these good examples throughout the most recent 5 years possess showed a reducing style. In spite of the way that Pakistan works excellent to anything at all anticipated for the politics rewarding of ladies nevertheless wait around the rear of in wealth, planning and cash related help <sup>17</sup>. Remarkable in comparison to additional problems for the area today is usually improving man "machismo" viewpoints.

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<sup>17</sup> (Gender Space Statement 2010)

The above mentioned statement displays that remote from girl's interpretation by various dialogs and respected undertakings toward opening up a regularly growing quantity of chances for women. “The gender power depends upon the intervention of the language stability. So the power for any gender is stimulated in the perspective established language in its real essence to find the realities. This one is considered as unseen gender effect” (Shahid Siddique in “Language, Gender and power”

### **Women’s threats and opportunities in male domination in Education Department.**

Working women were not considered good in the society of Pakistan having the various cultural dimensions. Wrong interpretations of Islamic thoughts is also a big hindrance to go ahead. Even at this level of globalization people are sitting on fence regarding female education. Though this trend is now being faded yet it is not at level of worth mentioning. The domestic training design is yet different from male to female. Girls are though being sent to the colleges and universities but not with complete pleasure and confidence. In education department there are 49% women working at various level but still they all at all levels are being treated as second class. In the Oriental setting in Pakistan, ladies feel that while streets for work areas of dynamically open for them now, they have to fight against gender introduction inclination to get affirmation as comparable at the ongoing work front. Not a lot of ladies possess advanced as snappy in the various leveled hierarchy of leadership as their accomplices. It discovered that women executives, that have starting at now came out of their standard parts by getting the chance to become authorities, are seen as resistive when they decrease to comply with the picture of the standard part <sup>18</sup>. Two clear identifiable methods work that girls feel great in their parts as mothers or mates, as they comprehend that their particular job want are incongruent with their part. Moreover females don't recognize the bit

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<sup>18</sup> (Singh 2003)

Of companions and mothers; they will feel that they are by a way to fault for they are incomplete and incompetent to act their part.

Ladies do consent likewise that being feminine they need to work double as compared to men to be recognized for their work and furthermore the men's system has been a barrier to professional advancement. Even though ladies who from last ten years have been working do trust that being a piece of that system isn't an issue right now it has not been basic some time recently.

Individuals who are great at it go ahead more and update their administration assignment or generally fall behind effectively. It is often concurred that females need treatment on a par with men in playing the political enjoyment however a few reactions moved identifying with its need. A few trusted that these political distractions were props for the individuals who are not in the position to declare the vaguest contemplation about their employments plus they buy and by are not involved with it.

Pakistan is actually a creating nation with a great aggregate populace of 184.35 million out which 51.35% are fellas and 48.65% females. It has an ongoing work power of 57.24million, zero and 91 million was in earlier year. The ongoing work compel investment rate in Pakistan has been estimated as 32.88%, 49.27% folks and 15.57% of females who are usually mean male cooperation is definitely 33.7% in statistical research more than girl interest proportion. The female work support rate in Pakistan is quite reduced within the South Cookware locale. Pakistani women head wear equal working in professional competent line and opening of a new business in spite of the way in which that neediness is one of the actual difficulty in the financial improvement of the nation. As indicated by the appraisals of

the global world Bank 1. Twenty nine billion individuals around the world reside in destitution out of which 70 percent are girls and Pakistan is no special case for this. In Pakistan, much the same as a big portion of the creating nations of the global world, the females fall behind men in practically every social and monetary marker coming regarding into bigger part of the indigent. Pakistani ladies are denied open doors for development like instruction regularly, trainings, work and so forth and those fortunate types who also figured out how to cruise through and get the business ought to confront numerous obstructions such as the imperceptible boundary of unjust limitation. The issue should be were known to genuinely as today the gender orientation balance in most viewpoints is the financial require and no nation can be successful while disregarding this fact. The worldwide gender alignment whole record looks at 4 basic zones of discrepancy among male and females in 136 economies all over the world. Two of these basic areas are "Financial interest and opportunity - results on pay cooperation levels, rates and access to high access to high and rates -gifted business" and "Instructive fulfillment -- results on access to important and larger amount training". The positioning of Pakistan offers bit by bit dropped from 132 in the year 2006 to one hundred thirty five this year (2013). The placement is the most reduced in regions of Asia and the regions of Pacific district. Back in 2013 the positioning relocated down from 134th to 135th which has made it the 2nd most noticeably awful country as far as gender orientation opening.

Here inquiry emerges that of being 48 regardless. 65% of combined populace is stressed that why the interest upon more elevated amount can be low. The response to the inquiry can without much of the stretch be found by focus the socio social set up of the nation. In a Pakistani male prevailing society girls are routinely expected to be at home and safe while doing everyday errands such as cooking, so forth and washing and cooking.

Because of this socio social weight of having prime obligation of taking care of their youngsters and home, the Pakistani females at the business lead position abstain from doing official work either in public or private and the people who go into jobs they like to discover one that matches with their own requirements like adaptable time, day mind office and employments with less duty moderately. Another point of view is the fact guys have a mindset which has a tendency to accept just the customary part of the ladies and in this way have a trouble in tolerating the capacities and capacities with the women coming about right into a feeling that the girls may not have the capacity to perform around the higher stakes and consequently are reluctant to give females a chance to bring over particular level up in the hierarchical pecking order. Pakistani ladies need to confront a great deal of boundaries inside the method for breaking the biased centered impediment marvel. Following will be real hindrances which are keeping women of Pakistan from relating to the best level administration status in the corporate and open up area: -

Socio social Pakistani set up exactly where women are deprived from involvement in vital decisions.

Clustering and hiring of women for staff jobs with fairly but very minimum rather no carrier path whatsoever towards higher positions.

An expired standard or non-suitable recruiting, promotion and design of selection which remains down mark to search female as possible applicant for executive job status. And are not provided high profiled management and mentoring training to execute the learning and uplift the working the field or office.

No or perhaps drastic limited approach to chances intended for professional evolution – focused preparation to highest level placement skills.

In development assignments either no access or very limited approach and small participation and representation in highly emerged and exposed recognized forums just like committees.

Different levels to evaluation the entire performance either at individual level or consolidated.

Harassment and other discriminatory elements at the place where working as an official employee to fulfill the entire responsibility assigned as per specific criteria.

Deficiency in strong and firm law implementation and monitoring.

There is no consolidated and compiled data of population distribution at stakeholders concerned. in higher positions and insufficient reporting mechanizing in this respect.

### **Glass Ceiling definition in the Modern World**

That idea has stretched out itself to allude to a scope of comparable circumstances in different settings, similar to the nonattendance of individuals from ethnic gatherings in places of specialist or in work or social socioeconomics. A financial term, "unattainable rank" is an expression that alludes to the circumstance where a man with predominant expertise or experience is outperformed and secured a vocation part because of their ethnicity, race, moreover gender or other prejudicial variables, most generally track line or gender. This myth has additionally as of late been utilized to depict victimization different gatherings including hard of hearing, gay/lesbian men and ladies, dazzle, and diverse age gatherings.

Diverse sorts of discriminatory constraint hindrances.

Different income for the parallel working design and place as per selection design.



Discrimination against people because of to their competition, ethnicity, age or religion

Absence of an environment which is determined as friendly and family to make the work place as family place.

Discrimination of various people become male incliner perhaps, solitary paternities, or non- maternities

Gender oriented or unrealistic preconceptions of female's working and capabilities though not in accordance with the real ambitions.

Necessity of lengthy time and tenure for advancement.

### **The Problem Statement**

Women in public education department are under the influence of GC being competent and capable - are not being taken to high level of administration .Though women function as the males employee they may encounter great deal of barriers in their profession advancement. This scholarly study is usually centered on woman professional level workers, operating in public education department of Pakistan at higher level start.

### **Research based procedural Question**

Which are the results of GC on Female Profession Advancement of professional status -woman workers and how to overcome these elements?

## **The Hypotheses**

In the light of the above discussion and the analysis query elevated following the issue and discussion statement, this research aims to justify or nullify the following hypotheses mentioned on the basis of the theory and literature; Hypothesis Personal, Family member's, anthropological and directorial Influences have particular effect on WCD.

## **Objectives of Research**

In the light of above stated hypotheses, the intellectual working aims to discover the impact of GC on ladies career progress on the professional level woman employees in public education department who are operating in General public sector in Pakistan. Taking into consideration the community sector agencies a little more varied, the scholarly study focuses to identify the health of mentioned hypotheses in education department of public sector.

## **Specific Objectives**

To evaluate the core relationship at the work place between GC and WCD (Women Carrier Development) of higher administrative and establishment level female employees in public education department.

To gage the effect of GC on WCD of high profiled professional level woman at work place in education department under government .

To indorse solutions for overwhelming of GC on WCD of policymaking level feminine workforces in public education department.

## **Significance of the Study**

Pakistan being a developing country facing yet a lot of conservative elements having the firm routes in the society. The overall structure of the culture is yet under the influence of past practices. It can be observed not only in the domestic and general social structure but also in the professional atmosphere regarding the working women in Pakistan specifically in the Education department. This influence can be seen in glass ceiling inclinations. . Therefore perceiving the influence of GC on women workers is usually important for those who are sitting there at the policy making stage and being considered pioneers. Not only this that this should be this element included in the policy designing but also very important to make I the part of curriculum and the learning experiences which should be designed Glass ceiling should be given a very distinguish place. In the training activities which are launched by the education department, glass ceiling should be given a very sensitive value. In all meeting this element should be included in the audit designing so that the issues regarding working women particularly in education department should be resolved. Various researches and general discussion highlighted in every forum of Pakistan Glass ceiling is being debated and discussed. In suburbs particularly women and working women particularly are facing this . The beaurocratic design of working dominating the all level of selection and promotion. Where grades are given according to the length of service not of expertise and intellectualities so persons having influence of such conservative myth practice this element as a matter of ego. General awareness is very less regarding working women and their importance / indispensability in the Pakistan Culture. Though at micro level opportunities are there specifically in selection and recruitment but yet there is a big lacuna over there in the promotion and appointment at administrative level prevails.

Another element which is worth considering that while carrier working women are being taken into account parallel to men for adjustment at these levels she also be gaged in perspective of their unseen but understood problems being faced by her.

## Literature Review

The irrational obstacle "GC" is the basic and distinguished concerned persuading portrayals for taking a gander at aberrations among male and female in the workplace<sup>19</sup>. The enunciation has been utilized extensively in the dominating media and besides in master public statistical declaration and scholarly transports<sup>20</sup>. The limits that shield womenfolk from rising to upper association status in monstrous endeavors have in many cases been delineated by the similarity "GC", a reasonable hindrance which shields ladies from climbing the association pecking demand past a specific point<sup>21</sup>. As indicated the lack of female pioneers is associated with advancing prejudice and abuse working place fmelaes.. This implies regardless of the way that ladies are presently fit for proceeding and targeting to higher stage, at various occasion or another they are ceased by an impalpable limits. It smears to female mere for social event that is kept from advancing higher in light of the way that they are women<sup>22</sup>. It raises, in any case, that the Glass Ceiling not the one rooftop or divider in one point, yet so contrasted and inevitable sorts of gender introduction inclination that happen consistently in both plain and mystery ways<sup>23</sup>.

The Glass Ceiling is likewise astoundingly recognizable to those whose employments been influenced by it. Regardless, the term was used by the U.S. Authority of Labor in 1991, on account of an examination of Fortune 500 associations. The review portrayed that female

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<sup>19</sup> (Burke and Vinnicombe 2005)

<sup>20</sup> (Women in corporate management: Results of a catalst survey 1990)

<sup>21</sup> (Morrison, A. M., White, R. P. & Velsor, E. 1987)

<sup>22</sup> *ibid*

<sup>23</sup> (Auster 1993)

and minorities experienced essential GC obstructions in their employments; these deterrents were experienced before in their explanations behind living than starting at now thought. Examiners found that there are diverse sorts of GC preventions, for example, remarkable pay in every practical sense unclear work, erotic , indigenous, cultural, devout division or affectation in the work environment, winning society of different affiliations, nonappearance of family-satisfying working environment strategies<sup>24</sup>. Human asset specialists are reliably in movement positions that enable them to huge impact affiliations. In this way it is central that, they are told about how the out of line confinement reality may coordinate or by recommendation impact a connection's notoriety, client duty, and orchestrated attributes of slant sets, change potential and for its fundamental concern. In like way, the CEO or pioneer of an association may knock Hominid asset stars for their proposal and expert on the key different leveled alterations that are fundamental to decrease the closeness of a GC remembering the true objective to grow a connection's execution and notoriety.

By a wide margin of the women contemplate that while their masculine accessories had not have the commitments concerning domestic work and spouse amidst their professional life, they after a short time kept having these duties and that these errands expanded their pressure level, the family edifice exceptionally impacts calling achievement. Hitched men with children stay at home buddy have the best calling accomplishment with deference of boost in salary.

Next best class is hitched men who have been working with life partners. Hitched men whose life partners confined to residential deal with the tribe and others - have the best calling satisfaction, particularly appeared differently in relation to individual men. Allies

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<sup>24</sup>(F. G. Commission 1995)

Give surplus advantages for work execution. The life partner manages family commitments, and gives direction and work help to the spouse's action. Official women don't get benefit with compare to men from spousal help.

This examination would be very useful to Pakistan's Educational level through abolishing the GC and with more collaboration of women employees at their work milieu beside an extensive climb in their benefit accordingly. Procedural work in this regard will expose the way as it finds the impact of Glass Ceiling and moreover depict scheme for crushing the impact. That in like manner basic for future looks at and future work holders as it give additionally learning on Glass Ceiling that impact feminine calling. As the movement containers they will be taught about the courses to protect their vocations or devastating GC- finally it scales their callings. By virtue of male coworkers they will prepared to recognize issues that are looked by their accomplices.

No uncalled for restriction occurs. In their opinion with complete so called logical "women have the lower pay status in accordance their work strength since they got out the occupations midway, worked for slighter time and joined alright vocations"<sup>25</sup>. Propel they battle that at give affiliations work all around different open entryways for transporter change. It is basic mythology and an independent problem. The first skirmish is that female can proceed and grip higher status and position in viewpoint of their capacities, through steady work and desires. Their second dispute is that the domestic compulsions come into the focal point of their conveyor change which basically impacts their goals.

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<sup>25</sup> (Rai & Srivastava 2008)

Glass rooftop is balancing capable and winsome women to construct their calling. A normal acuity that limited pet reasons for living are fixed for female they can't visit the whole working area. This examination calculates gender introduction pigeon-holing in display organization with the setting of properties of activity<sup>26</sup>.

There is a negative association between women calling progression and unattainable rank. This examination was coordinated in nonpublic piece of Sri Lanka. System confirmed the assembly of statistics were self-controlled overviews. Statistics assembled from one hundred and fifty females who were at the best level of associations. Collected statistics were penniless around realistic and inferential numeric states which exposed that prejudicial constraint, society and intimate factors oppositely influencing the women proficient achievement<sup>27</sup>. As indicated by women are standing up to troubles to attain their able status in affiliations. This examination was driven in Nigeria. Investigative subjective approach utilized to assemble data. Meeting from seventy two high level bosses was coordinated to find happens. An enormous affiliation found in gender pigeon-holing and proficient achievement of women<sup>28</sup>.

It is revealed that women are standing up to outlandish obstacle in working relationship and also in cutting edge instruction establishments<sup>29</sup>. A normal insight that reasonable calling for female is training yet consider exposed that at least in this situation they are not allowed with top places. They struggled hard to get their positions in this male overwhelming society. This examination was coordinated in Seljuk University,

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<sup>26</sup>(Galloway 2012)

<sup>27</sup>(Bomuwela 2013)

<sup>28</sup>(Chima Mordi, H. A. & Hakeem Ajonbadi 2009)

<sup>29</sup>(Serdar Oge, A. K. O. K. 2014)



Konya/Turkey and data gathering instrument were surveyed which were assembled from feminine and masculine envois.

The women livelihood headway is basically related to capable open entryways, social and family provision and backing of accomplices<sup>30</sup>. This subjective examination was coordinated in high level institutions of Canada and statistics were assembled by talking entities. Low level of female in president ship exhibited that they are completely going up against undesirable gender introduction question, folk and social issues, conservative typical of male calling. Nevertheless, analyze highlighted that this rate is extending a direct result of tries of women and changing perceptions about.

An important Grounded possibility info evaluation method was first used to actually check out as well as, evaluate one of the interview statistics which will explore the central styles plus symbolism the women assign to their recognized obstacles for upwards mobility. It is regarded as especially appropriate to the starting of a fairly fresh region of learning and also to the objective of producing approved figures for a partial quantity of instances, than generalize able data for a complete populace rather. While a techniques of triads to guarantee analysis reliability, the females had been asked to evaluate the scrutiny and produce feedback, edits, plus enhancements to substantiate and authenticate the evaluation utilized in the last statement. This scholarly research provides triangulated the analysis by strategies of statement, documentations and interviews. The method is usually built to provide words to the taking part ladies market leaders in the custom among feminist study viewpoints. Relating to the Grounded Theory, bass speaker titles of the full situations which possess has been debated in the mentioned below section found. The same was chosen that the following

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<sup>30</sup>(Quinlan 2012)

Arranged of requirements would support the specialist, once in the turf to make intent options regarding the females in the officialdoms have been contacted? Each time investigates competitive amounts of job fulfillment, organizational dedication and mental wellness. Outcomes recommend that ladies heads of the educational institution and administrative officers in the same department s- observe their particular company domains in a considerably much confident well-lit. In contrast to communal stereotypes and perceptions, Omani females in contributing placement are extremely encouraged as well as, driven evaluate managerial plus professional ladies with and simply not having advisors on a range of methods. These consist of personal situational and demographic features, function aspects and outcomes of psychosomatic well-being. Relating to their study females having instructor association had been more youthful, in larger level placement, got shorter work period, worked well even extended hours with more excess per week and pinned upper importance to their professions. The scholarly study exposed follower's improvements in many key professional efficiency and skills. For instance, their capacity to identification their disadvantages and then methods to improve, refine by professionals increased significantly as do their interconnecting skills and capability to recognize their talents. Mentors indicated that females have learned proceedings also, for illustration, higher self-actualization, improved self-confidence, high order reflective abilities and development on the web skills. Professional Guidance is usually regularly offered as playing an essential part in the profession advancement of effective female administrators and managers.

It is coordinated the examination in private relationship of (SA) Saudi Arabia to research that oppressive confinement is a real mythology. Compelled evolution of female in the secluded and open divisions is an immediate consequence of subtle features. Examining study strategy is used by expert. Quantifiable statistics were accumulated by passing on

surveys to women specialists and subjective data was amassed by sorted out gatherings of HR executives of private and open affiliations. Consequences exposed that famines' calling is influenced by unnoticeable limits and in Saudi business faculty like manner influenced by religious factors nearby social, standard, family features and considerations regarding women job.

In accordance with womenfolk's appearance troubles of occupation isolation, cut down wage rate, indecent conduct issues, renouncement of expert achievement openings, poor execution evaluations, low-tossed execution openings, perspective of society, social impediments, deterrents at place of work and low backing from colleagues and high status managers. 13694 considerable returns were gotten while gathering data. Data was penniless around using Statistical Package for Social Sciences and premises were attempted by using T-Test and Chi Square. Delayed consequences of this examination revealed that affiliations should reinforce women agents to break one-sided based obstruction and upgrade their execution at work put by compensation esteem, measure up to extraordinary open entryways and moving them for evolutionary execution<sup>31</sup>. Affiliations can augment their execution by progressing capable women's crushing without end put.

The gender clumsiness is furthermore present in Canadian links. This examination was driven in mining business of Canada to research women contribution in this fragment. Only 14% females are possessed with this section at state while very micro of them are giving expert organizations. Figures were amassed online which find that womenfolk are moreover capable for this field however there are low-tossed open entryways for women<sup>32</sup>. Consistent insight about women agents around there that the stack of work in mining industry can't deal

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<sup>31</sup> (Pollard 2005)

<sup>32</sup> (Hughes 2012)

With by women they are not more strong and sensible when appeared differently in relation to men – this research has been included just to have the comparative contrast to one department to another department. This shows that approximately, the same attitude can be found in all departments. Though the study has focused on Education Department yet it deems wise to have a bird eye view on the situation of the other departments so that it can be gaged as departmental psyche or general inclination.

The gender orientation segregation can be found at the best administration positions more when contrasted with center and down mark level administrative status this examination was led in Malaysia inferred that biased based impediment is available in general world. Administration of Malaysia endeavored numerous endeavors to break unattainable rank yet it exhibits .75 per penny of the women offended parties picked gender orientation observation as a standout amongst the most critical components that stuck their professions. The examination found that these litigants were insufficiently prepared because of their official and comfortable preparing to thick with gender discernment at work environment<sup>33</sup>.

It was explored that sensational and counterfeit articulations uncovered that no discriminatory constraint is there; it is just the impression of ladies. While ponders demonstrate that in all countries it exists as per their way of life. There is derive of more examination and contemplation on this theme to investigate genuine issues and their experience. This examination was led in Thailand. The method for this subjective digging was interviewed - directed from out of all -twenty high level chiefs (female and male) to discover - there prejudiced limitation and gender orientation separation in associations of

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<sup>33</sup> (Othman 2015)

Thailand. Research demonstrated that female best administrators were on high places in light of their diligent work. There was no strong structure for them because of gender segregation<sup>34</sup>.

It examine that piece of government, progressive impediments, increase in the public arena, self-attempts of ladies are segments for the progress of ladies' calling. This audit was guided in different divisions of Ghana to get the segments heading to issues in accomplishment of ladies. Data was accumulated by circling surveys to top level delegates and gatherings were in like manner coordinated. Comes to fruition revealed that on that end are obstructions for ladies they are in unobtrusive number at top designates<sup>35</sup>.

It is exploratory research that in configuration, investigate test was two hundred laborers (with ratio of fifty percent each for male and female) picked heedlessly by authority declared at the end of non-public relationship of Bokhara. Happens exposed that 31% ladies were content from their affiliations and declared that their position is composed to their capacities while rest was unsatisfactory. Ten percent masculine immovably settled that they couldn't care less for ladies at top positions. Since, they can't settle on strong decisions. There is hopeful perspective towards ladies' change and master headway. However in the meantime some socio-social edges are accessible for ladies' work back-administrators. More energetic age social occasions and female masters are more talented and made plans to recognize new troublesome occupations than the more prepared ones<sup>36</sup>.

An investigation was directed to check that gender detachment really exists now in this advancing condition. Many audits revealed that isolation in racial introduction is up 'til now present however a couple of overlooks it. This survey was made to research reality.

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Thus, an

<sup>34</sup> (Hansatit 2014)

<sup>35</sup> (Achira 2015)

<sup>36</sup> (Rana 2007)

Overview was joined by 546(five hundred and forty six) female and male laborers at various levels of managerial status out in the open and private prosperity and direction divisions. Comes to fruition unmistakably appeared the private affiliations ladies are undersold while male are transcendent. Extent of isolation was higher in nonpublic with comparative to public division at that point open territory. Gender partition impacts unfavorably on execution and motivation level<sup>37</sup>.

It guided a survey to dissect the piece of ladies at supervisory stage and inconveniences they suffer in their change. Research was coordinated in US furthermore probed association of position of expert and suitability. In this investigative audit three sorts of studies were coordinated from 700 winsome respondents. Half defendants, predominant piece of women pioneers seen there are obstacles in kind of biased constraint in affiliations. Legitimate obstructions, limits in assurance get ready, work put associations, stereotyping, lifestyle conflicts, wage opening are deterrents to keep ladies from top sites.

In sequel to this mechanical world there are more odds of occupations as a result of change of advancement however these open entryways are high for males than ladies. Insight is created that in advancement changes exposed after reliably that can't be administrated by ladies delegates. Low quantity of ladies is in this part in light of this acumen. While capable stuff is accessible for this field made plans to join for building up of their livelihood just sitting tight for conditions part of one-sided based obstruction<sup>38</sup>.

Socially and fiscally ladies are expecting dynamic part to help up Kenyan economy. However, a couple of forces in the general population field are neglecting this help of ladies and making hindrances in their change. Ladies tried various undertakings to proceed the best

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<sup>37</sup> (Channar 2011)

<sup>38</sup> (Shah 2011)

not simply in affiliations moreover in convenient life. Gathered statistics were accumulated by analysts. Subjective data was dismembered particularly and figurative data was poor down through Statistical Package for Social Sciences. This audit deduced that unattainable rank and its parts are runs for ladies progress<sup>39</sup>.

Biased confinement is a purposeful anecdote which insinuates preventions disquieting ladies progress to top positions<sup>40</sup>. The uncalled for confinement fills is in as a boundary which hinders rising call advancement of ladies and minority social events. These obstacles are casual yet they are adequately strong to keep ladies and sub groups in social occasions to bring down positions<sup>41</sup>. Unattainable rank is clear yet offers honest to goodness and strong hindrances that obstruct ladies advancement, in this way they simply cover 5% driving parts regardless of they make half of the workforce in most of the made countries<sup>42</sup>. It is an ordinary recognition that maximum of the best grades are occupied by men and ladies are bound to expedition positions<sup>43</sup>. Same is legitimate regarding Pakistan in which ladies institute 53% of people and they influence 26.19% of work drive<sup>44</sup>. Despite perceptible climb in number of master ladies in all for all intents and purposes each section of the economy, they are still a long way from fundamental authority and organization positions<sup>45</sup>. The most significant figures of women are in direction portion still simply couple of females are to their subject matters. This low depiction of ladies in driving state gives a sign that maybe unattainable rank has conveyed this bowing and stay away from ladies movement to top openings.

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<sup>39</sup> (Akinyi 2014)

<sup>40</sup> (Hymowitz, C. and T. Schellhardt 1986)

<sup>41</sup> (Afza, S. & Newaz Muhammad 2008)

<sup>42</sup> (Tharenou, P., S. Latimer, & Conroy, D. K. 1994)

<sup>43</sup> (Wirth 2004)

<sup>44</sup> (Survey 2010)

<sup>45</sup> (Qureshi 2007)

The possible limits which offer climb to unattainable rank to keep females in preparing section of Pakistan may be characterized into 3 sorts; family impediment, culture and social deterrents and definitive hindrances<sup>46</sup>. There is collection of domestic issues which square females to attain the chance to top openings. With path of females in general work drive their conservative family managers has changed to supplier. This dichotomy of part to keep up alter amid family and master life is amazingly trying and influence families inclined to work in education department particularly - to fight. It is thought, in all likelihood, females are hindered appeared differently in relation to their virile accomplices because of their twofold sphere of obligations which keeps their development and bind them to bring down positions<sup>47</sup>.

Another impact of this duality of part settles on females to settle on an optimal requirement among family and master life. Ordinarily family is best requirement for ladies in like manner they are not set up to give up family time to work expand timeframes. Interchange segments which make females disadvantageous in broad daylight segment are nonattendance of life accomplice bolster, buddies' occupation require to females' callings and bad mien of professionally engaged mothers to little adolescents towards trade<sup>48</sup>. To summaries, each one of these factors make it too much asking for and tiring, making it difficult to keep up congruity among family and master lives, in this manner females scarcely endeavor to look for beat specialist positions.

It was vividly inspected the youths effect on the expert achievement and choices. The eventual outcomes of their investigation demonstrate that keeping adolescents made a valuable outcome on the male employment and drive them to settle on the calling decisions

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<sup>46</sup>(Ismail, M. & Ibrahim, M. 2007)

<sup>47</sup>(Wirth 2004)

<sup>48</sup>(Tharenou, P., S. Latimer, & Conroy, D. K. 1994)



As they need to help their family and have out the impact of a supplier, so they settle on choices fittingly<sup>49</sup>. While the women with young people are more hesitant to scan for their calling as they need to satisfy the additional duties which the kids put on them. Social and standard practices bother the ace advance of women; they don't get practically identical open doors when showed up distinctively in connection to their male assistants notwithstanding when they meet all fundamentals of a specific position<sup>50</sup>

In society of Pakistan, females' part is as family official. The standard standards of society of Pakistan and religious sentiments debilitate women to leave their homes for work. Thusly, different prepared and workwise stable women don't search for after their employments with a specific genuine target to keep up a fundamental partition from social dissatisfaction<sup>51</sup>. As a rule, females who search for after vocations do it because of monetary need or they join fill in as a verdict while they holding up to get hitched. Another typical keenness which unsettles women to proceed with their lord vocations is the likelihood that it is impossible to working female to keep mind boggling moms. Overall it is imagined that working women are unable to manage adequate time to their domestic dependents by virtue of their lord commitments<sup>52</sup>.

Specifically, if there should be an occurrence of Pakistani females, the vast majority of the choices influencing their lives are frequently made by others like fathers, kinfolk or mates. This non-attendance of chance in basic specialist denies them from picking occupations of their decision<sup>53</sup>. There are two or three true blue portions which adversely affect females' calling advance. Women need to go up against hopelessness at male ruled

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<sup>49</sup> (Baldrige, D.C., K.A. Eddleston and Veiga, J. F. 2006)

<sup>50</sup> (Uzma 2004)

<sup>51</sup> *ibid*

<sup>52</sup> (Uzma 2004)

<sup>53</sup> *ibid*

working environment in education which impacts them to feel pushed and cause a decrease in their execution<sup>54</sup>.

Another different leveled piece to women work advance is nonappearance of certified preparing to affectively play out an occupation and women generally speaking don't get certification of their accomplishments by their manager in education when veered from their male accessories. The masculinity presentation disconnection at work environment additionally keeps women far from top positions<sup>55</sup>. The negative observation and evaluation about women movement offer ascending to gender presentation master separate. Many have tried to clear up femininity According to their contemplation - best status people are more uneven contrary to females than the general population who are in cut down positions. They expected that association bolsters masculinity presentation imbalance favors by virtue of alliance's internal social weight.

It was found that masculinity sharpens at work put are in charge of the proximity of silly obstruction instead of the authentic techniques and practices<sup>56</sup>. It is watched that womanliness slant can take two or three structures like master and unprofessional system, exchange and industry, social occasion and individual perspectives and practices<sup>57</sup>.

It is brought up two essential parts accountable for confining women to subsidiary positions. Quickly, driving positions in affiliations are controlled by people where women should take after. Besides, females working under such condition barely envision themselves

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<sup>54</sup> (Davidson, M. & C. Cooper 1983)

<sup>55</sup> (Oakley 2000)

<sup>56</sup> (Oakley 2000)

In driving parts and in this way they don't challenge for such positions<sup>58</sup>. It is concentrated the direct of men and women in affiliations and battled bigger bit of men still view themselves as having higher limits and qualities major for movement positions than females. Regardless, working women think both gender acquaintances have square with capacities with serve on official parts.

It is concentrated the uncalled for prerequisite effect in repairing concentrates transversely completed assorted nations. He considered that lacking calling ways and goals for females are typical both in made and making nations<sup>59</sup>. Bickel and Clark (2000) it is discovered two purposes behind unattainable rank, instantly, women don't get sufficient instructing and solace in their calling progress and besides, women have unmistakable approach towards occupation, affiliations and conditions. In this way, masculinity acquaintance biasness is acknowledged with be responsible for unattainable rank and affiliations should take activities to address gender biasness keeping in mind the end goal to check obstacles influencing females' master accomplishment<sup>60</sup>.

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<sup>58</sup> (Davidson, M. & C. Cooper 1983)

<sup>59</sup> (Dambisya 2004)

<sup>60</sup> (Thomas 2001)

## **CHAPTER TWO**

### **Women in Pakistan Society; Present and Past**

#### **Pakistan Society and Culture**

Pakistan has a unique and rich lifestyle that has spared arranged up customs all through background. Pakistani society is usually, all plain things considered, multilingual and 96% Muslim, with high respect for regular family members respect; however metropolitan family members have got created into a nuclear family framework due to the financial goals limited by the regular joint family members program. Past due years have noticed the improvement of a professional course in inner-city organizations like Karachi, Lahore, Rawalpindi, Hyderabad, Faisalabad, and Peshawar that need to go ahead in a more copious bearing, instead of the northwestern areas setting out Afghanistan that stay extremely traditionalist and governed by many years aged local ancestral conventions. Developing globalization offers prolonged the impact of "Traditional western culture" with Pakistan situating 46t they would on the A.T. Kearney/FP Globalization Index. There are an estimated four million people of Pakistani jump living overseas, with near to a half-million segregates living in the United Says, around a million residing in Saudi Arabia and very one million in the United Kingdom nearly, all providing blossoming interpersonal affiliations.

## **Diversity in the Culture of Pakistan**

Show day that Pakistanis in trend and traditions are a mix of their Harappa culture oriented people , Indo-Aryan, Indo-Iranian, Saka, Parthian, Ku- Even though Pakistan's kin is totally Muslim (96.4% start at 2010, ladies position moves by simply and large by social occasion. Ladies dress changes relying upon locale, category and event, yet shalwar kameez is definitely one of the chief pieces of clothing worn simply by ladies in Pakistan. Ghararas (free allocated put on by way of a shirt) and lehengas were definitely fundamental prior, however will be starting at now a days worn for the most part at weddings. Couple of women in Pakistan obliterates the burqa or might be Hijab on the open, and as well, that sum they will go over shifts; due to the utilization concerning the burqa becoming basically unavoidable for Pashtun regions. Several by and large Afghan garments designs have got wound up being standard in late decades in a few zones of Pakistan. That offers simply no laws and regulations forbidding or maybe realizing the Burqa. Audits drove in Pakistan demonstrate the fact that many women putting on the burqa carry out therefore in their own decision. The cover isn't a level out basic, and ladies might actually put on pants and then T- shirts in metropolitan fields of Karachi, Lahore, Islamabad and simply different huge urban gatherings. In most recent 5 seasons, European dress up provides wound up being very much normal amongst females for urban gatherings. Different women wear jeans, plazzo and small trousers with the very long shirts and what are all the more little t shirts. Many ladies through insignificant urban gatherings and country zones put on one of the Kameez plus Shalwar which contains a robe best and so free wheeze collection which usually addresses their particular hands, thighs as well as , physique. A free scarf is in like way put on round the shoulder muscles, top trunk and as well, scalp. Males in like way possess a proportional outfit

Control, however just women will be required to help you demolish a good dupatta in the open.

Surges of trespassers and wanderers settled down in Pakistan dependably, influencing close-by people and being held among them. Thusly the zone disguised by current Pakistan is home to the most settled Asian civilization (and a champion among the most settled on the planet after Mesopotamia and Egypt), Indus Valley Civilization (2500 BC - 1500 BC). The Indus Valley Civilization isolated amidst the second thousand years BCE and was trailed by the Vedic Civilization, which stretched out finished a significant measure of Pakistan and Northern India. Dynamic zones and kingdoms controlled the district from the Achaemenid Persian area around 543 BCE, to Alexander the Great in 326 BCE and the Mauryan space.

### **Strives just for ladies towards Pakistan**

Pakistan provides a good twofold strategy concerning ordinary plus sharia law. The Composition of Pakistan sees an incentive among males and as well, females "Presently there might always be simply no segregation upon that prelude of gender") moreover observes because extensive Sharia law. All things considered, Muslim reformers, for example, Syed Ahmad Khan attempted to pass on getting ready, past what many would think about conceivable polygamy and simply enable ladies for different courses throughout teaching. Pakistan founder was indeed regarded to actually possess a good powerful point of view towards women. After the freedom of Pakistan, women's get-togethers and women's lobbyist affiliations began by noticeable beacons like Mohtarma Fatima Jinnah began to shape that tried to dispose of cash related shameful acts against women in the nation.

That was a time among generous points of view on the way to females. All of the national supported affiliations had been exposed to help you ladies which includes that zone association gathering and so finally, the remote association (during the ordinary association), which usually experienced rejected to actually some time as of late. Around ten percent involved with seats in the NA and as well, five per cent for one of the normal social events had been held intended for females, due to simply no limitation upon testing basic seats besides. Regardless, the use among these types of systems was first negative because those Authorities confronted a good trade related emergency out perspective of the war with India and following bit of the nation.

Gender presentation goodness was specifically ensured through that Composition among Pakistan got through 1973. The structure stipulates the fact that "presently there might become virtually no segment upon that present concerning making love alone." The Composition other than bears that security among relationship, family members, the mom and as well, that tyke and moreover guaranteeing "full support concerning ladies in all circles in nationwide lifestyle." Even so, various idol judges kept up the "laws and regulations concerning Islam", reliably perplexed, above the Constitution's confirmation among non-separation as well as, change below that legislation.

A recognized assignment by Pakistan valued the 1st Globe Meeting upon Ladies in 1971 on South America, which usually incited the composition among that focal Pakistan Ladies Privileges Panel.

The 6th Strategy amidst that military rules and regulation program was first stacked with technique contrasts. The regime wandered against institutional working intended for ladies progress, for example, one of the foundation concerning the Ladies Section in the Cabinet Secretariat, and so that game-plan from an additional commission rate upon the Position of Ladies. A segment about females being made was first united remarkable

intended for one of the Sixth Plan. Finally, the fragment was first set up simply by a fabulous operating social gathering of twenty-eight ace ladies advancing simply by supervisor of the Jhang Region stack around by then. The rule objective as imparted in the Sixth Plan gave off an impression of being "to get a handle on a combined way to deal with oversee enhance ladies position". In the year of 1981 it doled out that Council of Advisory plus twenty recognized ladies as individuals, even so Council of Advisory got zero control above that official branch. Finally, the NA picked throughout non-party races expanded ladies held section (twenty percent).

In any case, it started a good system of Islam simply by presenting cruel approval alongside ladies, for example, a great arrangement of Law of Evidence Order. This shows that the matter of glass ceiling is not only being observed seriously like all other issues pertaining to women in the Pakistan's society. This individual limited ladies right from taking an interest as well as , right from becoming observers among entertainments plus pushed Hijab. The person revoked every genuine right ensured in the Structure which usually got recently been received in 1973, which includes that advantage to actually absolutely free involved with disconnection upon any start of having gender. The guy in addition suggested laws and regulations with respect to Qisas and Diyat, Islamic reformatory laws and regulations addressing striking back (Qisas) as well as, remuneration (Diyat) through wrongdoings including liberal damage. Right when the misfortune was a lady, the measure of Diyat was part.

### **Women's Campaigns during the late 20<sup>th</sup> Century**

The basic confidence plus phrase below that Zina Regulation, in stoning which will loss of life intended for Fehmida had been place apart below domestic as well as, overall weight. Ladies got collectively found in Karachi a crisis conference which will keep the



Hostile results for females involved with military legislation crusade. Many people affected what precisely afterwards changed into that key irrefutable countrywide ladies headway for Pakistan. WAF dealt with open inconsistencies and crusades alongside the Laws.

In 1983, Safia Bibi, an about apparently upset teenaged family authority was professedly trapped by her chief and his child. Because of non-attendance of assertion, she was censured for bad form below the several statutes, even though that attacker had been cleared. The lady became sentenced to 15 lashes, 5 years repression, and so a good fine of Rs. 1000. Finally, the choice pulled in consequently thought and so judgment coming from that comprehensive group plus the advertising who very own improvement, required the information from that court case as well as , requested the fact that the lady ought to become discharged coming from detain in isolation security. Along these lines, on offer, the getting involved with basic courtroom was first rotated as well as, the certainty was first put besides.

The Commission labeled to get precluding from claiming specific domains of the Hudood Ordinances identifying with encroachment thusly called "Islamic" requests which mislead ladies as well as, non-Muslims. Presently there is certainly awesome confirmation the fact that authorizing amidst this kind of time provides inimically affected ladies stay as well as, produced all of them weaker against extraordinary brutality. Greater bit of ladies through jail had been recharged below that Ordinance. In this way, a domestic place review drove in dar-ul-amans (covers pertaining to females) said the fact that 21 per cent concerning ladies got Hudood conflicts from all of them.

### **BB and Liberalization of Women**

In 1988, Benazir Bhutto (Zulfikar Ali Bhutto's little girl) changed into the fundamental female Prime Minister of Pakistan, and the focal lady headed a Muslim nation.

Amidst her decision crusades, the lady been vocal worries over sociable concerns concerning ladies, thriving and as well, misuse ladies. The lady besides point by point approaches to actually arranged ladies law enforcement home office, process of law and as well, ladies change banking institutions. The lady in addition guaranteed to actually deny flawed Ordinance regulations the fact that shortened the advantages concerning females Then again, amidst her own a few separated conditions for workplace. BB do not really suggest any kind of approval to actually enhance survival associations pertaining to females. The lady was first not really set up to actually rescind a solitary a person concerning Zia laws. Simply by uprightness of the 8th consecrated change compelled simply by Zia, these kinds of legislation had been shielded equally coming from commonplace genuine alteration as well as, right from legitimate audit.

In mid-1988, the event of Shahida Parveen and Muhammad Sarwar started sharp open feedback. Shahida's first life accomplice, Khushi Muhammad, had disengaged her and the papers had been separate before an officer. The life accomplice regardless, had not selected the honestly confining notes in the near to warning gathering as required by law, rendering the segment not legitimately official. Ignorant of this, Shahida, after her required 96-day time of holding up (iddat), remarried. Her at first mate, weaving afresh from a fizzled attempt at a moment marriage, picked he required his first mate Shahida back. Shahida's second marriage was ruled invalid. She and her second sidekick, Sarwar were reprimanded for injustice. They were sentenced to death by stoning. People when all is said in done feedback incited their retrial and quittance by the Federal Shariah Court.

Organization of Women's Development (MWD) set up Women's Studies focuses at five schools in Islamabad, Karachi, Quetta, Peshawar, and Lahore in 1989. Regardless, four of these fixations wound up being essentially non-utilitarian in perspective of nonappearance

Of cash related and honest to goodness help. Just inside at University of Karachi (financed by the Canadian International Development Agency) could run a Master of Arts program.

The First Women Bank Ltd. (FWBL) was set up in 1989 to address women's money related necessities. FWBL, a nationalized business bank, was given the role of a change back foundation, and similarly of a social welfare alliance. It works 38 consistent on the web branches the nation over, administered and keeps running by women. MWD gave a credit line of Rs 48 million to FWBL to back little scale credit prepares for pained women. The Social Action Program pushed in 1992/93 gone for diminishing gender abnormalities by redesigning women's way to social associations.

Pakistan submitted to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) on 29 February 1996. The Ministry of Women Development (MWD) is the named national central mechanical get together for its usage. However MWD confronted a nonappearance of points of interest at first. Pakistan neglect to present its fundamental report that was typical in 1997. Pakistan neither stamped nor attested the Optional Protocol of the Women's Convention, which has incited non-accessibility of boulevards for revealing grievances by people or get-togethers against Pakistan under CEDAW.

A 1997 managing(in impugned order) by the Lahore High Court, in the astoundingly announced Saima Waheed case, kept up a lady's capability to wed wholeheartedly however called for solutions for the 1965 Family Laws, on the prelude of Islamic checks, to execute parental ace to discourage "love social unions".. The report of the Inquiry of the Commission for Women (1997) unmistakably imparted that the Hudood authorizing must be repudiated as

It aggrieves women and is in strife with their central rights. A proportionate commission amidst Benazir Bhutto's affiliation had in like way proposed curing certain parts of Hudood Ordinance. Regardless, neither Benazir Bhutto nor Nawaz Sharif finished these proposals.

The difference in women's status was conveyed as one of the 16 objectives recorded in the Pakistan 2010 Program (1997), a key arrangement report. Regardless, the document discards women while posting 21 fundamental locales of interests. So in like manner, another authentic approach document<sup>61</sup>, decided women as an objective social event for despondency decrease yet needs gender presentation structure.

The nation's 1<sup>st</sup> all-women school, renamed Fatima Jinnah, was displayed on 6 August 1998. It experienced deferrals in the passage of progress assets from the Federal Government. It was the first exposed initiative against the Glass ceiling to identify the women in their separate entity to align all the women in the same structure without the gender biasness.

The Church of Pakistan in 2000 named its 1<sup>st</sup> women ministers. In 2002 (and later amidst court trials in 2005), the noxious case of Mukhtaran Mai gained the situation of strike misfortunes Pakistan under a comprehensive spotlight. On 2 September 2004, the Ministry of Women Development was constituted a self-administering organization, isolating from the Social Welfare and Education Ministry.

In late 2006, Women's Protection Bill, was passed by the Pakistani parliament which was having the hyper concern about women protection against any sort of violence in it- it was deemed wise that the Hudood Ordinance should get the prime place for execution of this

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<sup>61</sup> (Human Development and Poverty Reduction Strategy 1999)

Bill. The bill mulled over DNA and other true blue affirmation to be utilized as a bit of summoning strike cases. The death of the Bill and the resulting stamping of it into law by President General Pervez Musharraf summoned debate from hard-line Islamist pioneers and affiliations. Some specialists additionally conveyed that the movements will be difficult to support. This was also revolving around the issues of women which was surely dragging this element of gender discrimination. It is obvious that these all elements were dragging the attention of whole country particularly high ups to think about the women either in the house or in the field as working women.

The Cabinet has grasped reservation of 10% sum for women in Central Superior Services in its gathering held tight 12 July 2006. Prior, there was a 5% whole for women in all cases in all Government work environments. In December 2006, Prime Minister Shaukat Aziz grasped the proposal by Ministry of Women Development, to extend this part to 10%.

### **Criticism on the Women's Protection Bill**

In sequel to such developments regarding the protection of women first time in the history of Pakistan the lady cadets from the PMA (Pakistan Military Academy Kakul) were recognized guarantee duty at the tomb of First Governor General of Pakistan Mr, Muhammad Ali Jinnah.

The Women's Protection Bill, regardless, has been called in question by many religious and other fundamental groups particularly human rights and women's rights activists for basically enemies pay rolled association and neglect to deny the Hudood Ordinances. President Asif Ali Zardari drove Pakistan People's Party government was accountable for outstanding point progress in women rights' authorizing and strengthening in Pakistan and worshipped by Human Rights Commission of Pakistan and on general level.

## **CHAPTER THREE**

### **Working Women in Pakistan & Working Women in**

#### **Education Sector Introduction**

In spite of the way that Pakistan now and again is more careless on its examinations with respect to female parts, they are still in a general sense prejudiced by Islamic thoughts concerning how women should act. The show of protecting females from the outer fatal world is viewed as an objecting to presentation that sticks her respect and that of her family's. Women for the most part wed enthusiastic, have two or three children, and for the most part are restrained or reject work outside the home. They can be kept to collaborate with female relatives metaphorically. The ordinary age at marriage are 21 however can be as age of puberty as 15 years of age.

Regardless, within the family, women hold much power and influence in the basic specialist. The most upper heading female pro is a significant part of the time the distinct who choices the ladies to deal the affairs of the family's adolescents and keeps ace over more enthusiastic life accomplices. Vagrant women have altogether more essential control over family tries and the family funds than their town (or city) assistants. Vagrant women require to deal with all restrictive association while their mates and adolescents are away for a huge long time at any given moment tending the social occasions. In all situations, females are exceedingly mindful to each and every male relative.

For each and every Pakistani woman, keeping up a middle of the road notoriety is a significant set up request. Lead like aimlessness, strike, and detachment all stain a lady's notoriety. Once recolored, a lady's notoriety is never again honorable and that regard can't be re-satisfied. Society of Pakistan also respects unmarried women recent years old and isolated women with dissent. There is wonderful weight put on women to remain in social unions. In the event that they return home they will be assaulted as social untouchables and repulsed

from the get-together. There is no absence of respect in being widowed. Regardless, fiery dowagers are constrained to get abruptly remarried. By and by, for budgetary reasons, a family or father of the ended friend will reliably take the woman as another life partner or usually suit her.

Women for the hyper part get fewer rule than men. Notwithstanding, this preparation is starting alter with the rheostat of imperative getting ready and the confirmation by guards that their adolescents' rule is basic for the future upbringing of their family and the nation. Young ladies are commonly isolated into various schools which gives them versatility and solace to learn without feeling wrecked by the closeness of youthful colleagues. With heading, women's parts have contacted other overseeing parts, for example, educators and therapeutic escorts. Beginning late, women are making advances into government, law, pharmaceutical, military, and association divisions. For instance, Pakistan had a former female Prime Minister, Benazir Bhutto, from 1988 to 1990. To stimulate female open passages, the government of Pakistan has set up Women's Development Centers that give concocting in family engineering, tidiness, grown-up capacity, collect movement, capable fitness arranging, and law.

### **The Status of Women in Pakistan**

The status of women in Pakistan is one of foundational gender presentation subordination notwithstanding the way that it changes basically transversely completed classes, areas, and the typical/urban portion because of jagged budgetary change and the impact of characteristic, medieval, and business visionary social upgrades on women's lives. The Pakistani women of today do, in any case, welcome an unrivaled status than the past.

Each and every religious collecting routinely misshapes Quran and supporter subordination of women in Pakistan. As a general rule, even assault misfortunes have not been authorized to employ DNA check to show their cases, however the All Pakistan Ulema Council starting to issue “fatwas” that reproving "respect killings"(Murder in Gharat). Various updates are comparably being made as in the Lahore - has begun its at first association of woman activity chiefs to manage the advancement and the nation's most preservationist district, Khyber Pakhtunkhwa, is expecting to expand the level of women in the police drive though already working and contributing their best in education department. Without a doubt, even with these updates, uncontrolled neighborhood batter and a high rate of youthful social unions and constrained social unions still remain. Pakistan is before long one of the dangerous nations on the planet for women.

### **Selection of Women**

In 2012 the organization reestablished the Nationwide Commission rate on Position of Ladies established up by General Musharraf for quite a while in 2000, being elevated for quite a while at any provided minute later on. The expenses relocated by authorities set up the commission rate as a continuous body with the effort to make sure the performance of ladies protection purchase and abuse against women. In 2012 February, the Muttahida Qaumi Movement kept the world's finest girls' politics rally in Karachi, with a regular 100,000 females in expense.

### **Practices Followed by Women**

Purdah(veil) benchmarks are followed in various events of Pakistan. It is usually sharp in numerous programs, reliant upon family customized, locale, course, and common or



city home. Purdah is definitely well while in transit to be used among the Pashtuns and the Muslim Rajputs particularly.

Irrespective of the way that the Kid Relationships Restraint Take action makes it unlawful for youthful women below 16 years of age to be hitched, instances of child relational unions are found in organic extents. Vani (the handing over a young girl by the accuse in marriage to whom, whose any person has been murdered ) is a young relationship followed in inborn areas and the Punjab area interestingly. The young women are offered in order to determine the fights between different groups powerfully; the Vani can be held up an important separation from if the gathering of the young girl wants to spend cash, known as Deet, to different households. Swara, Pait likkhi and Addo Baddo are virtually similar inborn and common traditions that regularly launch marriage of youthful ladies in their fundamental high college years. In one ludicrous case in 2012, a close-by Jirga in Ashari city, Swat asked for that Roza Bibi, a young woman of six must become offered into rival family members to negotiate a query between her family and the foe family members.

Watta satta is an inborn custom in which females are traded between two families. Remembering the ultimate objective to provide a young kid, one ought to in like way possess a youthful woman to provide consequently. In case there can be no sister to exchange consequently of a tyke's existence accomplice, a cousin, or an expelled relative can do. In spite of the real way that Islamic legislation needs that the two add-ons unequivocally permission to relationship, women are every right now and once again motivated into relational unions categorized out by their dads or ancestral pioneers. Watta satta is certainly the majority of fundamental in country parts of western and northwest Pakistan, and its ancestral areas.

Like in various parts of Southern Asia, the customized of provide is sharpened in Pakistan, and conflicts related to it provide about assault frequently, settlement passing even. At more than 2000 arrangement related passing for regularly, and annual prices outperforming 2.45 passing for every 100,000 women from share related viciousness, Pakistan has the most hoisted uncovered number of true blessing loss of life rates per 100,000 girls on the world.

A lion's offers of the deficits of regard killings are females and regulate appropriated to the executioners are amazingly tolerant. The demonstration of summarize butchering of a guy related with an illicit contact is usually known as “karo kari” in Sindh and Balochistan. In 2004 December, a bill was passed by the Authorities that produced “karo kari” guilty under an undefined reformatory programs from kill. In 2016, Pakistan drop the stipulation which strengthened the offenders of considers killings to prevent train by looking for excuse for the wrongdoing from another family member, and in this method end up being exonerated. Many good examples of regard killings have been displayed against ladies who marry against their family's desires, who search for splitting up or who possess been struck.

In a couple of areas of Sindh, the demo of wedding a female to Quran is regular among landowners, in spite of the actual way that this training is usually untouchable to Islam and has simply no spiritual preface. The training is definitely much of the period utilized by males to maintain and get the place that is known for their sisters and young women.

## **Women’s Education and Economic Development**

In Pakistan, the women's entry to property, teaching, function and so on continues to be impressively provided down contrasted with men. The social and social setting of

Pakistani society has been overwhelmingly patriarchal truly. Ladies possess a low percentage of assistance in the general public industry outside of the grouped family members

## **Education**

Despite the adjustment in Pakistan's education rate since its self-rule, the informative status of Pakistani women is among the majority of lessened on the planet. The schooling price for city ladies is usually more than five occasions the rate for nation ladies. The training rate is definitely still lower for women made an appearance differently in connection to males: the ability rate can be 45.8% for females; while for folks it is 69.5% (matured at least 15 ready, data from 2015).

At the completion of the twentieth century, the college drop-out price among young ladies was high (ideal around 50 percent), in spite of the way that the informational achievements of woman understudies were higher than male understudies at different amounts of preparing. Beginning and into the not far off long term right now, preparing for girls rapidly has improved. In Lahore there are 46 open up schools out of which 26 are feminine colleges and a section of the others are co-informative. Therefore additionally the continuing condition supported educational institutions of Pakistan possess female enrollment than man the trend where the people were sitting on fence regarding the female education is being reduced day by day and awareness in this regard is also being increased. The role of media and other supportive elements are playing a vital role in this achievements. The mobile technology also enhancing the concern day by day. So it can be seen that girl's education is being spread in all areas specifically on those areas which were rigid. Now days other cursed observed regarding women in Pakistan Society are also being abolished.

UNESCO and the Orascom encouragement of Pakistan Telco, July 2010 mobilink have been using phones to teach females and upgrade their training aptitudes since 4. The region BUNYAD Basis of Lahore and the UN's function by strategies for the Dakar Platform of Actions for EFA are moreover assisting with this concern. The contribution of various international organizations like British Council and others can't be called in question- Starting at 2010, the training rate of females in Pakistan was at 39.6 percent appeared in relation to that of folks at 67 differently.7 percent. Later on pieces of understanding provided by the UNICEF - displays that woman planning among 15-24 12 months olds offers prolonged essentially to 61.5% - an expansion of 45%. Man guideline is usually at a dependable price of 71.2%. The goals of path methods in Pakistan plan to accomplish worth in preparing among youthful women and young fellows and also to decrease the gender intercourse starting in the educational framework. Regardless, the approach energizes young women, in country domain names of Pakistan generally, to get fundamental home administration capabilities, which are supported over full-scale fundamental planning. The viewpoints towards ladies in Pakistani tradition make the battle for educational consistency more bothersome. The non-attendance of bigger part operate authorities and primitive methods of Pakistan furthermore add to the gender intro cleft in the educational structure. This medieval framework leaves the underpowered, women especially, in a vulnerable placement specifically. The evidently unending socio-social certainty that girls anticipate a regenerative component within the limitations of the house prompts the conviction that displaying females keeps no respect. Irrespective of the way that the lawmaking body announced that all posterity of the age groups 5- 16 can proceed to course, presently there are 7.361 million children at the age of schooling are out of school at the basic level in Pakistan, and 58% are female (UNESCO, Education for All Global Monitoring Statement 2011). Ignoring the real method that youthful ladies possess the advantage to obtain a planning authentically, in

different rural areas of Pakistan young ladies are demoralized from going to class and fooled unequivocally, as there are savage functions, for example, harmful throwing which various youthful females surrender to for heading to course.

### **Provincial/urban Divide and Government Policy**

Females are told like Males in urban zones, for instance, Lahore, Islamabad and Karachi for instance. Irrespective, in country stretches, the preparation rate is lower liberally. This offers started to modify with the issuance of authorities program, by Imran Khan's PTI, in which 70% of new colleges are worked well for youthful women, and furthermore programs to fabricate the traverse of girls' college therefore the organization facilitates those of men's colleges and more woman schools have got furthermore been arranged up to provide females propelled schooling.

Girls in five celebrity urban locations of Pakistan are worth a substantially more exceptional way of life than those living in common inborn areas. Females in urbanized areas stereotypically business lead more globe class life styles and have more open up entryways for path. Organic and innate regions of Pakistan possess a high price of scarcity and teasing low training prices inflexibly. In 2002 it was alarmingly highlighted that 81.5 percent of 15-to 19-year-old young women from high-wage families had gone to class while 22.3 percent of young women from low-pay families had ever gone to class. In exam, it was documented that 96.6 percent of Pakistani young fellows ages 15- 19 starting from high-compensation families had gone to coaching while 66.1 percent of 15-to 19-year-old young fellows from low-pay families had gone to class. Youthful ladies residing in organic areas are advised not to proceed to course since they are needed in the house to do function at a dynamic age group. In the majority of rural cities, discretionary training will not really can be found for young

Females essentially, forsaking them no choice but to prepare for relationship and perform family members' projects rather. These rural areas much of the period have missing sponsoring and coaching for youthful women is usually at the foundation of their requirements.

## **Employment**

Pakistan is a by and large rustic tradition (appropriate around 66% of the people lives in country areas) and girls are rarely formally used. This will not really infer that females avoid participate in the economic climate: incredibly irrespective of what may become regular, ladies when in question deal with the plantation of the grouped family members, sharpen subsistence horticulture, or by and large work within the grouped family money related unit. Nevertheless, females are held from improving monetarily regularly, consequently of interpersonal imprisonments on women' advancement and gender alignment combining, and in light of low direction moreover.

## **Workforce investment**

Regardless of the way that ladies accept a powerful part in economy of Pakistan, their dedication has not been reported or underreported in some censuses and reviews awfully. Some section of the underestimation of women' cash related part is usually that Pakistan, as additional unique countries likewise, offers a wide easygoing part The 1991- 92 Labor Pressure Survey exposed that solo around 16% of girls full grown 10 years and over were in the function desire. In accordance to Globe Financial institution, in 2014, females produced up 22.3% of the work drive in Pakistan. As demonstrated by the 1999 statement by the

Human being Rights Commission rate of Pakistan, only two percent of Pakistani ladies value the formal division of business. Irrespective, the 1980 provincial evaluation disseminated that the women' mortgage charge in farming was 73%. The 1990- 1991 Pakistan Integrated Home Study exhibited that the feminine work drive cooperation price was 45% in rural domain names and 17% the city gets to. Pakistani girls acknowledge an essential component in creating creation, log cabin efforts and tamed animals increasing.

In 2008, it was documented that 21.8% percent of females were appreciating the ongoing work oblige in Pakistan while 82.7% percent of men were incorporated into labor.[92] The rate of females in the function constrain provides an annual advancement price of 6.5 percent. Out of the 47 million utilized interpersonal orders in Pakistan in 2008, just 9 million had been ladies and of those 9 million, 70 percent worked well in the agrarian fragment. The wage of Pakistani women in the work drive is lower than that of men generally, due to some level to a non-attendance of formal planning. The low female ability rate is usually a significant deterrent in girls acquiring part in the workforce.

As a total result of the spiritual and social respect in Pakistan, females who do effort to enter the labor force are pushed into the lower of the three business constructions often. This framework level, riotous companies department, has low pay, low advantage and low manager power. Keeping in mind the greatest goal to improve this scenario, respected affiliations and politics interpersonal events require to drive for the method of ladies into the treated with agencies component. Direct illustrations of Islam have not propelled women' rights in the labor force, since they regard girls as gatekeepers of the grouped family regard, reinforce gender alignment segregation, and systematization of racial ual intercourse types. Additionally, females who perform function are regularly paid not really as much as the least

Spend allowed by legislation, since they are noticed as lower pets with males interestingly, and "their functioning circumstances versus females are oftentimes hazardous; having lengthy working hours, no wellness beneficial conditions, and no professional steadiness, exposed to business isolation, spoken misuse and licentious carry out and no help from man orchestrated laborer's organizations".

Notwithstanding the way that these social and religious obstacles exist keeping ladies a long way from the workforce, analyzes have exhibited that women simply entrepreneurial setting up that empowers individuals to make capacities and capital, may separate these. Endeavors, for example, this can go far in an Islamic socio-social environment to make perception and safety.

Around 90% of the Pakistani families are moving by men and the majority of female-headed families possess a place with the poor strata of the general population. Women need responsibility concerning assets. Despite girls' genuine rights to assure and protected house from their family members, in 2000 there were not a complete lot of females who drew closer and control over these benefits.

## **Gender role**

Pakistan is a man centric culture exactly where males are actually one of the basic master females plus numbers are actually subordinate. Gender orientation can be usually one particular among the coping with benchmarks concerning Pakistan culture. Guy centric respect inlayed in neighborhood customs, tradition and religious beliefs destine the interpersonal evaluation of gender alignment. Islam strongly particularly affects gender orientation parts. An artificial portion among duplication and age group, made by the confidence set up of gender sensitive department of function, offers positioned ladies in



Conceptive parts as mothers and existence companions in the personal field of home and males in an effective part as suppliers in individuals all in all field.

Pakistani women require social respect and position due to refutation of their parts as creators and companies in each interpersonal component. The slant for children in light of their gainful part regularly coordinates the bit of family members advantages for help them. For the most component, male people from one of the relatives people are actually provided greater path as well as , will be outfitted due to capabilities to actually strive intended for assets for people when all is certainly said in carried out field, while female individuals are offered family aptitudes to be incredible life and mothers partners. Nonappearance of aptitudes, appreciated open up entryways in the profession marketplace, and social, spiritual and interpersonal imprisonments purpose of control girls' probabilities to follow assets as a guideline culture field. This condition provides incited the social and cash related dependence of females that transforms into the description behind man control over ladies in each interpersonal relationship. Irrespective, the spread of man managed society is possibly. Finally, the character as well as, level of ladies liaison change transversely finished classes, locations, and simply that common/metropolitan segment. Man centric constructions are by and huge more grounded in the common and inborn environment where community traditions set up male pro and control over girls' lives. On the various other hands, females having a place with the top and regular employees have constantly more indispensable gain access to planning in various departments' particularly in education and business openings and can expect more essential control over their lives.

As demonstrated by Pakistani versions, 'extraordinary ladies' could end up being possibly instructed or perhaps not educated and as well , are actually required which will

unselfish, tranquil, understanding, thoughtful, solid, prepared to actually offer with, exchange off, mastermind and keep up cordiality inside any homely residence plus during staying awesome interactions. They will be predicted that would perform family errands furthermore, oversee to her children, in-laws and mate and, when needed, clothing the true house with outside payment. Women are furthermore foreseen that would get married some guy of their particular parent's decision, consider after Islam's standard concerning gown as well as, surrender their particular personal particular dreams.

During an audit done by Pakistani accomplice of Gallup Intl. bigger piece concerning a new Pakistanis assume whom usually both equally folks as well as, ladies include unmistakable parts to actually perform for that overall population. Regardless of the way that women' part has prolonged past becoming a housewife after some period, several people offer need to guys in management issues still, preparing, business, and related strolls around lifestyle. Precisely when the respondents were produced a demand to give their supposition on different declarations about gender alignment parts 63% of the respondents decided with the announcement that "Youthful fellows' preparation is usually more fundamental than young ladies"; 37% (percent) couldn't withstand repudiating it. The level of individuals saying yes with this announcement was higher among ruralizes (67%) when was out from the urbanites (53%). Irrespective, more than 90 %( percent) believe that feminine adolescents should become informed, about little bit from all of them presuming which usually, will need to get obtainable condition, many people should certainly ascend to actually course previous plus guide.

During the studies it was also worth mentioning that 55% (percent) from any participants assume which usually "Equally a couple should certainly function"; whilst 45 per

Cent stated that isn't very correct for both life partner and the partner to work. Abnormally completed part of men which includes all those coming from country fields acknowledge the fact that both equally a few will need to function intended for a good common living. Correct whenever those participants had been asked whether "Males are actually greater officials when diverged from girls or not really"; 67% agreed males are better legislators while 33% assume something. More females agree with this declaration when appeared in relation to men differently. In light of the going with decree "If occupations are in absence should males end up being given necessity for business"; 72 per cent of the participants consider many people will need to become provided require whereas 28 per cent contradict this believed. 83 per cent from one of the participants envision which usually "To precede forward with a good highlighted existence ladies require kids"; whilst just 17% per cent physique they will avoid. Some bigger piece concerning almost all participants consisting of 82% per cent from ladies participants suppose the fact that "profitable girls will need to increase their particular tone of words to reinforce the advantages from substandard females." The normal time of ladies young ladies"; 37% couldn't withstand repudiating it. The level of individuals saying yes with this announcement was higher among ruralizes (67%) when was out from the urbanites (53%). Irrespective, more than 90% believe that feminine adolescents should become informed, about little bit of them presuming that, should be available condition, they should ascend to course previous and guide. Fifty five percent (55%) of the respondents assume that "Both a couple should work"; while 45% stated it isn't very correct for both life partner and the partner to work. Abnormally completed part of men which includes those from country areas agree that both a few should function for a common living. Correct when the respondents had been asked whether "Males are better officials when diverged from girls or not really"; 67% agreed males are better

Legislators while 33% assume something. More females agree with this declaration when appeared in relation to men differently. In light of the going with decree "If occupations are in absence should males end up being given necessity for business"; 72% of the respondents believe they should be provided require while 28% contradict this believed. (83%) of the respondents envision that "To precede forward with a shiny existence ladies want children"; while only 17% physique they avoid. A bigger piece of all respondents including 82% of women respondents suppose that "profitable girls should increase their tone of voice to reinforce the advantages of poor females."

The normal time of ladies intended for wedding extended coming from 22 years in 2005. A existing piece concerning females are actually betrothed which will their particular surrounding family members, i. marriage extended from 16.9 years in 1951 to 22.5 years in 2005. An existing piece of females are betrothed to their surrounding family members.

Only (37%) Thirty Seven per cent of wedded ladies are actually certainly not affiliated to their particular lifestyle accomplices prior to relationship. A research appropriated documented the fact that splitting up price found in PAK was first to actually a remarkable level low because of to the social disgrace became a member of to it.

Numerous youthful women are up 'til offered into a youth marriage now and numerous bothers due to this kind of happen because work from a tyke may trigger disarrays with one of the kid as well as, mom. A good operate of the mill program arranged up due to wedding is usually that platform for which usually a poor or perhaps simply no status can be specified to actually a good youthful female ideal coming from the pre-birth organize. There will be problems about that negotiation structure, for example, present related assault, in which the full life partner is misused by her better fifty percent. Preceding the marriage, the strategy will income related needs on the girl of great importance's family members as a

condition of wedding ceremony their child. All with each other for a couple of watchmen's daughters to obtain hitched, they begin "getting propels from people, obtaining high quality centered credit from banking institutions, making use of their existence facilitates and provide their homes, (Dowry Circumstances Arranged by the Groom for Relationship). Inside the bestowed framework, misuse is the majority of probably heading to happen after the relationship offers occurred. Heading before the marriage, if particular circumstances that the prep and his family possess established up are not really fulfilled, they shall incapacitate to disjoin the relationship, which would annihilate for the woman of great importance and her family members in perspective of the lengths the female of great importance's family beginning at right now anticipated to participation to spend her settlement and in light of the method that for the many component it is usually a hyper disgrace to the family members. As demonstrated by 1998 numbers, the female baby tyke moving price was larger as opposed to man children. The mother's death rate became high as well as just twenty per cent of ladies had been helped by a readied supplier in the middle of motion. Just nine per cent among ladies utilized preventive medicines in this kind of number experienced extended essentially nevertheless, and starting at deterrent incidence price was first thirty five point four per cent. The ultimate efficiency rate can be usually 2.75 kids thought/ladies (2015 est.).

Pak provides considered particular exercises for one of the prosperity fragment to actually modify voluptuous orientation cumbersome character. The SAP was impelled in 1992- 1993 to enliven alter in the interpersonal markers. Shutting the lovemaking alignment opening is usually the primary goal of the System Applications and Products. Finally, the additional authentic movement is definitely the PM plan involved with woman wealth specialists. Under this kind of gathering centered system in provincial aspects as well as , for

metropolitan regions possess selected to actually offer primary human being organizations which includes family requiring to girls at the grassroots level. Unique exercises blend the city centered family members masterminding benefits and increased vaccination applications, healthful and youngsters success, growth treatment, and prolonged romantic relationship of press in success planning.

### **Notable women in Pakistan**

From inception to now the Pakistan remained rich in women leaders. The role of women in Pakistan Independence movement is the real translation of this story. The ladies in few numbered had worked in Pakistan Education System are also attributed. Ladies in Pakistan have got developed during different domains of lifestyle such as national politics, educational background, economic climate, providers, and overall health as well as, various even extra but their contribution in educational development is also very high.

### **National politics plus Movements regarding women in Pakistan**

Ladies closeness for political people and besides inside the political framework in that encompassing, typical, plus domestic level was first irrelevant because of fundamental and social obstacles. The circumstance all around requested enhanced, and by 2014, 7% of picked delegates were female, an assessment a long time before the US as well as, underneath (2%) two per cent backside and the UK. Sibling of Jinnah, was a number in Pakistan change. the lady kept the Can unquestionably Alleviation Panel, which usually later on framed that middle intended for All Women's Relationship . The lady was vital lady to actually issue the association because an applicant in that Mixed Competitors Get together.

Wife of Ikramullah was first your basic lady picked particular from the Component Set up for Pakistan. It became Pakistan's underlying lady minister plus individual from the Cabinet of Chief official Gen. Ayub . Wife of Liaqat Ali was indeed a young lady's privileges workers. The lady was first the maker concerning almost all Pakistan Ladies Affiliation. Wife of Bhutto life accomplice in.

In 1975 PM Bhutto drove that Pakistani set up to the UN at 1st ladies get-together. Benazir was in fact our fundamental female PM of Pakistan or more one of the basic lady headed female nation. She was picked to actually the workplace of PM twice. Mirza is the basic feminine amplifier among the NA of Pakistan. Additional unmistakable lady Pakistani government specialists intertwine Tehmina Daultana and Syeda Abida Hussain Raja Farzana, Tehmina Daultana, Sherry Rehman and Syeda Abida Hussain Raja Farzana, Syeda Abida Hussain and Sherry Rehman. [is stopped, |the particular|varied|the actual} Rabbani changed into that basic Minister for International Planning in Pakistan this year. Asma plus Hina, unmistakable human privileges makers as well as, lawyers are involved with vital almost all lady legislation office in Pakistan.

While a girl Malala the student of secondary school way radical, was shot in the genuine face in where she grew up Mingora at 15 years old. After her hospitalization and recuperation the young lady continued which will succeed that Nobel Peace Reward alongside a guy intended for their particular assistance youths' rights. At seventeen, Yousafzai changed into the most powerful beneficiary of the Nobel Serenity Prize and so the fundamental Nobel Serenity Reward victor originating – having the legal status in Pakistan.

The basic feminine cardiologist as well as, one of the hypothesis ladies Meanwhile Cabinet Affiliate is usually all around observed intended for the woman's achievements plus work for flourishing arrangement backing. Ladies privileges radical, essential supporter of Aurat (A Women)

Basic foundation, out among one of the most settled women and its relationship in the zone. Naela Chohan is a Pakistane operator and women's a Dresdner gifted laborer. She is in indicate filling in simply because the Delegate of Pakistan to Argentina, Ecuador, Peru and Uruguay and Uruguay. (|is stopped, |the particular|varied|the actual) The lady provides an expressive protect involved with more grounded connections among Latin, Pakistan as well as America. An individual privileges creators and as well, activists, identified because of a female's association.

### **Prominent Sports ladies in Pakistan**

In Pakistan sports women have reliably tormented by just that man centric culture as well as , various have got drawn closer to actually assert that may instructors, selectors and other individuals who are actually on placement involved with vitality ask for gender favors. Lovemaking misuse among this kind of had driven a couple of contenders to give suicide as a result of inaction of specialists in looking for after the suspects. Now and again the female contenders who enroll the occurrences of racial-related misuse as well as, incitement are actually disallowed or maybe place upon post trial supervision.

The moment when two siblings at first endeavored to actually exhibit ladies' cricket in Pakistan, they had been fulfilled with the courtroom situations and as well, problem threats. One of the organizations denied these people approval to perform in India in 1997, plus chose that may ladies had been unlawful by participating in sports activities out for the open. In any



case, later on that they yielded assent, plus Pakistani ladies' crick info aggregate performed it's at 1st documented match up with on 28 January, 1997 alongside in New Zealand.

One of the fundamental woman contenders in Pakistan gather fighting at the Olympics in Sydney, Australia in 2000. Transforming into second woman which will possibly in address Pakistan at Olympic event.

A silver was achieved by a woman cyclist prize at the 11th Southern Oriental Game titles in Dhaka, In January 2010 Bangladesh. Naseem Hameed changed into the speediest female sprinter in South Asia acquiring after the 2010 Southern Hard anodized cookware redirections; she extended considerable omnipresence for the impressive accomplishment. Ismat Chughtai, who was a little of the Intensifying Authors Association, is definitely noticed as a champ among the most fundamental girls' dissident writers of Urdu. Parveen Shakir, Kishwar Naheed and Fehmida Riaz are furthermore well known for their females' lobbyist passage in Urdu. Display day time fiction makers, for example, Rizwana Syed Bano and Ali Qudisa possess in like way featured gender alignment problems. Bapsi Sidhwa can be one of Pakistan's the majority of apparent British fiction authors. In 1991, she got Sitara-I-Imtiaz, Pakistan's many significant respects in articulations.

### **Pakistani Women in Public and Corporate Sector**

Women have got logically entered general society organizations and possess - started to work in concentrate level occupations that were seen because just male factors for living simply few of years earlier. They fill up in as secretaries, partner, and phone professionals, as drafts girl's originators, and Personal computer chairmen. These females still make up a small group among the man employees and furthermore among the ladies operating in numerous reasons for living. This kind of move is from the "female occupations" we. Electronic, educating and pharmaceutical provides in like manner accomplished verbalized

outcomes for the societal placement of the functioning women. In Pakistani culture working girls have started excitedly or reluctantly a technique of blend of the living of males and females, which has taken off at the ongoing function place, yet which, may in like way impact the entire gender and interpersonal demand of society. Additional than the region of ladies into the work advertise offers on an remarkably important level changed the level of these women, and it provides transformed existing societal thoughts of and desires towards operating girls regarding their method of existence, orchestrating profession options and their position in family members and in the general populace furthermore. In Pakistan, as a solid male centric tradition, this wonder of females getting into the function advertise is usually especially interesting against the organization of the recommendations of the purdah - which characterizes woman isolation, and non-appearance of thoughts for social association among man and feminine - that torment the interpersonal and cross gender interaction demand of culture. The technique of Islamization which began in the middle of the middle 80s as well has rather increased the seclusion program, of providing thoughts of combined places instead.

In light of the solid lovemaking orientation disengagement generally day by day presence, the formal work compel loan cost in Pakistan has reliably been low and functioning girls have remained seriously relocated in couple of feminine purposes for living, for example, teachers and authorities which are impeccable with gender separation and which are hence seen as respectable. However, female function in the working environment fragment needs combining of the intimate orientations - through get in touch with male companions and through managing people as a guideline, and office occupations are along these lines observed as disgraceful and shameful for females generally. It is usually surprising to consider notice of that the ladies who are nowadays getting into the intended "man occupations" I-electronic, workplace fragment, possess a place essentially with the lower

cubicle classes which constitute the majority of traditionalist area of Pakistani culture. Klein and Nestvogel (1986:135) delineate the lower professional classes in Pakistan as especially heterogeneous.

They can broadly be depicted as a fragment of the overall inhabitants that have a payment over the most minimal pay allowed by legislation (as settled by the communicate), that avoid reside in the poverty as showed by national gages, which have palatable living conditions and can remain to train their kids in any event up to 10 (Amber Ferdoos) tenth course. The lower common laborers characterizes sellers accordingly, experts and furthermore delegates in sector and in workplace component. They constitute around 15 to 20% of the metropolitan people.<sup>1</sup> It is later on that essential females are departing their homes to search for a spend organized work with a particular greatest goal to finish their monetary versatility and furthermore economic success and rights like men in people in general vision and in the family. Nevertheless ladies are as of right now heading up against new problems as for their financial prosperity which varies from urban to common girls and females of the special families in a solitary range. To separate the societal position of urban and common working ladies in Pakistan, the concentrate of research will become on unfavorable abuse working women of organic locations especially and city runs generally and romantic relationship be tween's them.

The examination of the effect of seclusion, traditions and religion on the general social existence of working girls in the foreordained extents and the realities about the fundamental authority, vitality of working females at various social amounts will in like manner be finished. In addition, the encounters of working ladies in education about the way of thinking of their family members, co-workers, family members and companions at function place by

Their position generally, society field and type of profession are furthermore the collection of the current research. Finally to individual the imprisonments and imperatives which perform their family in provincial and metropolitan specific zones drive on the functioning female, the motions that happened in women' existence and also in the work grandstand in light of girls' passageway in labor advertise, will be a little of the trade moreover.

It is perseveringly found speculations - already settled slants of ladies' parts<sup>62</sup>. It was recommend that gender biasness inclinations had been the many constant inspections to females' movement<sup>63</sup>. It is like manner viewed that 'gendered dispositions' expect a fundamental part in ladies' phoning advancement and solidly reinforce women' childcare and neighborhood obligations<sup>64</sup>, nevertheless males have been given the component of provider<sup>65</sup>. In a considerably male centric culture particularly, it is more spectacular that various girls shall acquire the aptitudes, getting prepared and capabilities important for learn and administration positions. In Pakistani culture, it possess moreover was adamant that females' help outside the home and their lobby to mature administration positions can be aimed by societal confidence constructions<sup>66</sup>.

Additional study has delivered confirmation that these regular speculations of ladies in Education and men earn in function configurations particularly in association with the top level administration positions and firmly influence women's' business alter. For example, it observes how a pervaded perspective from society who maintains up those “a woman’s place is certainly in the house” offers added to the dismissal of women from senior administration positions and causes gender alignment unevenness in the general population field. There is a

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<sup>62</sup> (Catalyst, Global Perspective on Successful Implementation of Human Rights of Women 2005)

<sup>63</sup> (Van, M. L. & Vinkengurg, C. 2005)

<sup>64</sup> (Coleman 2011)

<sup>65</sup> (Snow, D. L, Swan, S. C. & Raghavan, C. 2003)

<sup>66</sup> (Shah, S. & Shah, U. 2012)

huge effect of this acknowledgment on girls' get to and access into places of greatest administration. From the real perspective of Pakistan, it was recommend that interpersonal and social emotions, behavior and methods protect young females from benefitting from informational open entryways and thusly in obtaining to best administrative positions<sup>67</sup>.

While various experts have expressed that gender orientation part speculations misconceive and under-address females' actual qualities and capacities and continue controlling decisions as for ladies' headway and motion to senior administration<sup>68</sup>. Capable women emphatically obtain themselves surrounded by this kind of acknowledgments.

At most all the urban areas and specific zones of Pakistan are stacked with produced foundations, universities however despite this by far the majority of the nationals have all the earmarks of being jobless rather to go ahead at the highest posts of administration in Education department particularly. The condition is also especially exasperating in provincial districts as a total result of social and social obstacles. Young women of country areas are position up to various problems as for their audits. There are a couple of explanations and issues behind preparing issues for young women in common regions of Pakistan. Inaccessibility of preparing in Pakistan, in invert domains is usually an end result of detachment specifically, tyke work, absence of educators, community pioneers, check out strategy fear and adjustments of trailing power. In Balochistan and KPK women are amazingly bound by social objectives and inclinations. If these are taken in education and health department the group of persons sitting there as a boss will never admit them to go ahead and work at leading role because of their innate training and so called ego. They are incorporated into gainful and regenerative and assemble work for 14 (fourteen) to

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<sup>67</sup> (Jadoon, M. Z. I. & Jabeen, N. 2011)

<sup>68</sup>(Hoobler, J. M., Wayne, S. J., & Lemmon, G. 2009)

18(eighteen) hours. Women which are the 51% on the country people, possess been limited to simply keep up under children for their adored one and stay inside their homes. In Balochistan, woman training price remains between 15 to 25%. In change around ranges, youthful ladies colleges are a lengthy method from their homes, numerous households can't handle the price of voyaging costs for their kids. Disengage educational institutions for young females are not open up. Youthful women are living under the dread of lover and household elders though are inclining to positive proposed working of women yet they had to abide by the general trend of the society in which they are surviving and required to survive.

In KPK lobbyist interpersonal events have affected countless since they are against girls preparing, they have offered threats to a couple of governments and personal youthful women college for stopping young women guideline. Watchmen strengthen the planning of their children over their daughters since they trust that youthful fellows are the long term selecting up hands of their family members while young females path isn't very generally attractive. Owing to each one of these circumstances, females have got dropped their business and they are ignorant about this fact that they can likewise acknowledge an essential component in the change of the nation. Tyke work is usually in like way a fundamental concern in Pakistan. Countless under age group of 14 are laborer at piece broiler creation lines, cover weaving cloth, industry, horticulture endeavors and close by organization finished Pakistan transversely. Visit change in guideline approaches is moreover a pressing issue with respect to preparing. Government has announced particular game ways and plans to deal with propel capability among ladies, they have exposed exclusive undertakings to complete its educational focuses on anyhow they possess been not really able make an understanding of their terms energetically. I cover up my trade with these remarks that our country is usually standing up to different social, political deterrents and money related.

## **CHAPTER-4**

### **Research Methodology**

#### **Introduction**

This research is commenced in order to determine and be able to explain the traits of the variables of choices in a state regarding working women and barriers being faced to uplift their standard particularly their working standard in education department specifically. Therefore, this scholarly study type is descriptive and the kind of inquiry is correlation instead of causal study. The relationship research will become carried out in the organic environment of the Education department with minimal interference by the specialist with the regular circulation of function. The study method is utilized to gather the data which is concerned to this study. The population which was selected for the research is the executive level female employees in education department of the government who exceed their thirty age's limit and who employed in Public sector in Pakistan. The simple and clustered random sampling which is deemed very suit to it- the same techniques are used for sampling. To choose the test, the whole Rawalpindi Area are divided into 07 Tehsils and 76 Cluster teaching and Support Centers (CTSCs) that are selected as a clustered region for the study. At 2<sup>nd</sup> stage, all CTSC Heads 49 Man and 27 woman professionals are chosen for the sample in entire area. A personal questionnaire compiled and developed with the area concern as the survey device. The questionnaire contains two parts part A and part B namely. Part A is usually the personal profile. The respondent's, biographical info gathered to set up a profile of the test group in connection to gender, marriage position, age group, educational skills, placement, size of support and typical income. Component W consists of 25 questions centered on the four GC measurements and the three WCD proportions to measure the GC

and WCD with five point size varying. The questionnaire is usually offered in 5 stage Likert range with Strongly Disagree (SD) to Highly Agree (SA). After formula of the initial set of questions, for the purpose of screening the reliability, precision and validity of those relevant queries it subjected to pilot study. The model using in the study is as follows: WCD = farreneheit (GC) WCD = f (C, Farrenheit, We, U)

## **Population**

The populace in this study investigation will certainly become the professional quantity workers in education department - concerning that general public community practices in Rawalpindi region. The goal among this kind of activity is definitely to help you well-timed collect fundamental details regarding the ladies profession advancement as well as, one of the difficulties which usually probe any kind of complications on about this. At executive level there were 432 heads were in Education Department working at various cluster level working as heads of Higher Secondary and High Schools (Male and Female) Out of them there were 22 male and 20 Female heads of Higher Secondary and 199 Male and 191 Female heads of High schools.

## **Sample**

For the selection of the sample, the whole Rawalpindi Area are bifurcated into 07 Tehsils and 76 Cluster Training and Support Centers (CTSCs) that are selected because a grouped area for the study. At 2nd stage, all CTSC (Cluster Training and Support Centers) mind 49 Man and 27 woman professionals are chosen for the test in entire area.

## **Data Collection**

To gather the data for this extensive research, personal visits to the ongoing work place of the respondents is adopted as a suitable technique. The specialist in this respect frequented individually to the work place of the chosen respondents after acquiring scheduled appointment from them and gathered data. The method is usually regarded as the majority of appropriate because it offers the least risk of obtaining ambiguous and erroneous data.



## Conceptual Framework

The fundamental thought accentuated by this theoretical system is that GC impacts the WCD. Where GC influences as the autonomous variable and WCD is the needy variable.

Subsequently ladies profession in government education sector- life is relying upon a few autonomous factors. Social Factors (CF), Individual Factors (IF), Organizational Factors (OF) and Family Factors (FF) considered as free factor in this structure. The CF incorporates convictions and generalization, IF incorporates absence of certainty, individual attribute sand failure to offer themselves, OF incorporates hierarchical arrangement and administration chic and FF envelops to care the child as required and household work which is important and foremost for the living. Notwithstanding the above say factors there can be a few interceding factors and directing factors, for example, age, legitimate variables, standards, ecological elements exist in this examination. Be that as it may they won't be considered in this exploration to maintain a strategic distance from superfluous complexities. For a case, if WCD is impacted by these specified factors (directing and mediating); in result WCD may fluctuate by implication or straightforwardly. In this way it will be hard to correctly quantify the impact of GC, on account of these different impacts, along these lines scientist accept here, directing and Intervening factors as settled imperative and not influence for WCD.

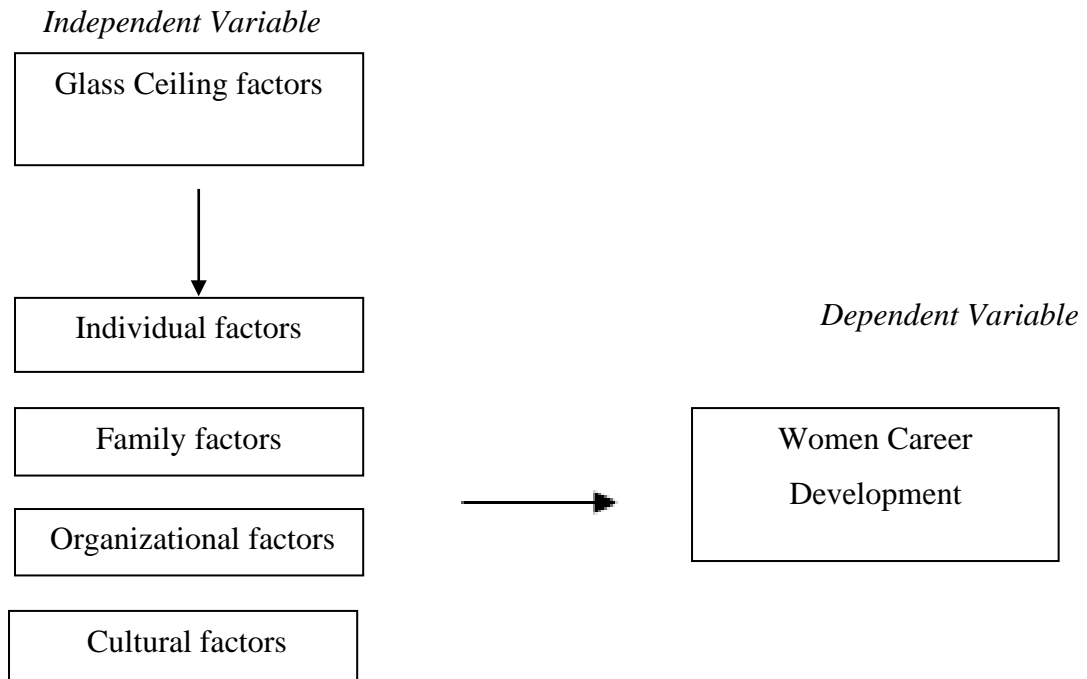
GC worldwide obstructions can comprehensively be isolated into three classes specifically, individual, societal and association related boundaries. As indicated by, "ladies do 65-85 for every penny of childcare work and more than 70 for every penny of elderly care work"<sup>69</sup>. It was proposed five main considerations which impact GC impacts in associations: Management Perception, Work condition, Work-life struggle, racial badgering, Organizational Policy in public education sector. As study demonstrates administration discernment and workplace are most critical elements for making GC where as hierarchical approach and work life struggle are the second most noteworthy variables<sup>70</sup>.

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<sup>69</sup> (Williams and Cooper 2004)

<sup>70</sup>(Afza, S. & Newaz Muhammad 2008)

## Independent and Dependent variables



## STATISTICAL RESULT AND DISCUSSION

### Cronbach's Alpha Reliability Test

For the dependability purpose, cronbach's Alpha is generally used for confident data collection. The results in crunch alpha rely on the total number of questions which has been adjusted and fixed in the questionnaire for the study concerned. For the reliability of the cronbach alpha, it should be equal to 1, as mentioned by Hinton and Brownlow in his book “SPSS Explained”

Reliability Statistics	
Cronbach's Alpha	No. of Items
0.768	4

The cronbach alpha's test value of 0.75 (the dead line) or higher is considered a comparative value or acceptable value for the authenticity of the variables. The reliability test value using SPSS Analysis, of the cronbach's alpha is .768 which is higher than the benchmark value and close to 1.

### Correlation and Regression Analysis

To assess the relationship of each of the factor stated as part of the invisible glass ceiling, the Pearson's correlation analysis has been performed in the SPSS software. While, regression analysis have also been performed to show the overall impact of the glass ceiling factors on the women career development.

## Pearson's Correlation Analysis

To assess the correlation between different indices, Pearson's correlation coefficient has been performed in SPSS. The results of Pearson's correlation coefficient are presented in table no. 2.

**Table #2:** Co-efficient of correlation of the relationship between women career development, individual factors, family factors, cultural factors and organizational factors.

Correlations					
	WCD	Individual Factors	Family Factors	Cultural Factors	Organizational Factors
WCD	1				
Individual Factors	0.728	1			
Family Factors	0.842	0.492	1		
Cultural Factors	0.753	0.682	0.634	1	
Organizational Factors	0.694	0.527	0.812	0.726	1

Table no. 2 highlights the Pearson's correlation coefficients between the indices compiled by the collected data. The indices women career development, individual factors, family factors, cultural factors and organizational factors are the variables under consideration. All the independent and the dependent variables were bonded with each other and had the positive and significant correlation. The correlation between the factors stated from the glass ceiling (individual factors, family factors, cultural factors and organizational factors) indices is quite low and insignificant which makes our assumption of "no correlation between independent variables" very obvious. The correlation between women career development and the independent variables representing the glass ceiling is positive and

highly significant at less than 2 percent level of significance. The positive relationship between the women career development and the independent variables shows that the positive response of the respondent refers to positive growth in the women career development.

### **Regression Analysis**

The regression results in this study are estimated to find the causal relationship between the dependent variable, “women career development” and the independent variables “Personal factors”, “family factors”, “cultural factors” and “organizational factors”. The regression results are presented in table no. 3 as follows;

**Table no. 3;** Regression estimates of the Poisson regression is model with “women career development” as dependent variable.

<b>Variable</b>	<b>Coefficient</b>	<b>t-stat</b>	<b>P-value</b>
<b>Constant</b>	0.71388	0.758	0.45
<b>Individual factors</b>	0.354803	2.056	0.04
<b>Family factors</b>	0.395047	2.074	0.04
<b>Cultural factors</b>	0.634801	2.372	0.05
<b>Organizational factors</b>	0.48233	2.186	0.04

Table 3 represents the relationship between the two independent variables and the dependent variable. For the purpose of this study, we have included a constant intercept term also in the analysis which is insignificant. The insignificance of the constant term does not bother our results which are quite healthy for the data set analyzed.

The independent variables IF, FF, CF, and OF have shown positive and highly significant relationship with the dependent variable women career development. The hypotheses we have initially made that women career development has direct link with the glass ceiling factors is quite convincing. The results here support the hypotheses as all four of the independent variables are highly significant at less than 5% level of significance as shown in the P-value. The t-stat for the two variables is also relatively high which ensures the results we have drawn from the p-value assessment.

The proposed hypothesis is explained as under.

### **H1; Individual factors and women career development**

The correlation analysis as discussed earlier, explains that there is a positive and significant correlation between women career development and individual factors. For our analysis, the correlation coefficient as estimated for the relationship between women career development and individual factors is 0.728. The results obtained for the relationship between the two variables have shown that the relationship is positive and highly significant. Hence, Hypothesis 1 of our study is proven to be valid and acceptable.

### **H2; Family factors and women career development**

The relationship between the two very important variables family factors and women career development is found to be positive and significant. The hypothesis states that the family factors have a positive significant impact on the career development of women. To test the hypothesis, we estimated the correlation coefficient between the two variables and also estimated the regression analysis to see if the variables exhibit the same kind of relationship in both cases. The results of the Pearson's correlation analysis and regression analysis exhibit the same kind of relationship between family factors and women career development in our study. The correlation coefficient for the two variables is 0.842 and is significant in its distribution while, the regression coefficient for family factors as an

independent regress or of women career development is 0.395 which is highly significant at alpha level of significance at 0.04. The results of both the correlation and regression analysis thus confirm our hypothesis that family factors have positive significant impact on women career development.

### **H3; Cultural factors and women career development**

The correlation analysis explains that there is a positive and significant correlation between cultural perspectives and female career development. For our analysis, the correlation coefficient as estimated for the relationship between women career development and cultural factors is 0.753. The results obtained for the relationship between the two variables have shown that the relationship is positive and highly significant. Hence, Hypothesis 3 of our study is proven to be valid and acceptable. The results obtained from the Poisson regression analysis also confirm the relationship.

### **H4; Organizational factors and women career development**

The relationship between the two very important variables organizational factors and women career development is also found to be positive and significant. The hypothesis stated that the organizational factors have a noteworthy impact on the women career development is valid according to the results. To test the hypothesis, we estimated the correlation coefficient between the two variables and also estimated the regression analysis to see if the variables exhibit the same kind of relationship in both cases. The results of the Pearson's correlation analysis and regression analysis exhibit the same kind of relationship between organizational factors, OF, and women career development, WCD, in our study. The correlation coefficient for the two variables is 0.694 and is significant in its distribution while, the regression coefficient for Organizational factors as an independent regress or of women career development is 0.482 which is highly significant at alpha level of significance at 0.04. The results of both the correlation and regression analysis thus confirm our hypothesis that



Organizational factors, OF, have positive significant impact on women career development, WCD.

## **DESCRIPTIVE ANALYSIS OF RESULTS AND DISCUSSION**

This chapter provides very deep understanding of our findings of the research. The aim of this chapter is to develop the core understanding of how the sample chosen in our study reflects the mindset of the public sector management. The analysis takes very brief and to the point discussion of the subject and involves descriptive way of analyzing the facts provided by the data. The hypotheses proven by the empirical model and the statistical technique are here more emphasized by providing descriptive results of the data.

### **Attitudes and Behaviors of respondents in statistics**

In this section, general attitude of the respondents has been analyzed and it is seen that how many of the respondents reflects what kind of attitude towards the question asked. Each and every question here analyzed- reflects the typical mindset of the stereotypes that prejudice over the gender and other such matters.

**I believe women are as capable as men of serving in senior executive positions**

**Table no. 1: Cross tabulation representing attitude of the respondents in male and female categories.**

		I believe women are as capable as men of serving in senior executive positions					
			Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree
Gender	male	Count	2	10	3	26	9
		Percentage	4.0%	20.0%	6.0%	52.0%	18.0%
	female	Count	0	0	1	11	15
		Percentage	.0%	.0%	3.7%	40.7%	55.6%
Total		Count	2	10	4	37	24
		Percentage	2.6%	13.0%	5.2%	48.1%	31.2%

Table no. 1 shows the response of the sample for the question about the capability of women to serve on senior executive positions. The response shows that only 18 percent of the male respondents have strongly agreed that women are as capable as their men counterparts while, 26 of the respondents agreed on the situation. While, overall 24 percent of the respondents disagreed about the question of capability that women are as capable as men to hold senior management position. All 100 percent of women have agreed with the question that women are as capable as men to hold a senior management position.

**Table no. 2: Break down of responses of male and female respondents in different age categories.**

Which of the following age groups do you belong to?			I believe women are as capable as men of serving in senior executive positions					Total
			Strongly Disagree	isagree	No Opinion	Agree	Strongly Agree	
24-29	Gender	male			0	2	1	3
		female			1	1	1	3
	Total				1	3	2	6
30-39	Gender	male	1		2	3	0	10
		female	0		0	3	3	6
	Total		1		2	6	3	16
40-49	Gender	male			1	4	3	11
		female			0	3	2	5
	Total				1	7	5	16
50 and above	Gender	male	1			17	5	26
		female	0			3	9	12
	Total		1			20	14	38

The responses of the male and female respondents have been broken down in to different age categories in the table no. 2. The table shows that the tendency of agreeing that

women are as capable of holding senior management position as men is increasing in age. As the age of the respondent increases, the response rate of agreeing with the question increases as well.

**Table no. 3: Break down of responses of male and female respondents in different education levels.**

What is the highest level of education you have already completed?			I believe women are as capable as men of serving in senior executive positions					Total
			Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree	
Bachelors	Gender	male		1	0	2		3
		female		0	1	0		1
	Total			1	1	2		4
post Graduate	Gender	male				2		2
		female				2		2
	Total					4		4
Masters	Gender	male		6	3	21	8	38
		female		0	0	7	13	20
	Total			6	3	28	21	58
PHD	Gender	male	1	1		1	1	4
		female	0	0		1	0	1
	Total		1	1		2	1	5
Other	Gender	male	1	2		0	0	3
		female	0	0		1	2	3

**Table no. 3: Break down of responses of male and female respondents in different education levels.**

What is the highest level of education you have already completed?			I believe women are as capable as men of serving in senior executive positions					Total
			Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree	
Bachelors	Gender	male		1	0	2		3
		female		0	1	0		1
	Total			1	1	2		4
Graduate	Gender	male				2		2
		female				2		2
	Total					4		4
Masters	Gender	male		6	3	21	8	38
		female		0	0	7	13	20
	Total			6	3	28	21	58
PHD	Gender	male	1	1		1	1	4
		female	0	0		1	0	1
	Total		1	1		2	1	5
Other	Gender	male	1	2		0	0	3
		female	0	0		1	2	3
	Total		1	2		1	2	6

Table no. 3 represents the concentration of respondents in to agreeing or disagreeing with the question that women are as capable of holding a senior management position as men or not. Most of the men and women agree with the situation at higher level of education. The fact is that the respondents are mainly highly educated since all of them are on senior management positions but respondents with higher educational qualifications like M.phil or PHD are found agreeing more than the respondents with master's degree.

**Who do you think are better leaders?**

**Table no. 4: Responses of male and female respondents according to the education level.**

What is the highest level of education you have already completed?			Who do you think are better leaders?			Total
			male	female	both	
Bachelors	Gender	Male	2		1	3
		Female	1		0	1
	Total		3		1	4
post Graduate	Gender	male	2		0	2
		female	1		1	2
	Total		3		1	4
Masters	Gender	male	18	5	15	38
		female	2	2	16	20
	Total		20	7	31	58
PHD	Gender	male	2	0	2	4
		female	0	1	0	1

	Total		2	1	2	5
Other	Gender	male	3	0	0	3
		female	1	1	1	3
	Total		4	1	1	6

Table no. 4 shows the responses of male and female respondents to the question that who they think could be a better leader. The responses intentionally provide the option of “both” to avoid prejudice in any case. The response of the respondents shows that out of 77 respondents, 36 respondents said that both men and women can be good leaders while, 32 of them said that men can be better leaders. Only nine of the respondents said that women can be better leaders out of those 9, only 5 were men. The responses clearly shows that at executive level, people do not think that women can be as successful leader as men can be. Or it is quite a reflection of the fact that people, especially men, do not feel comfortable working under a female boss.

**Men and women should be given equal opportunity to participate in administrative training programs**



**Table no. 5: Gender wise response of the respondents about women participation in administrative training program**

Please indicate your gender.		Men and women should be given equal opportunity to participate in administrative training programs					Total
		Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree	
Male	Count	1	4	2	30	13	50
	Percentage	100.0%	100.0%	40.0%	75.0%	48.1%	64.9%
female	Count	0	0	3	10	14	27
	Percentage	0%	.0%	60.0%	25.0%	51.9%	35.1%
Total	Count	1	4	5	40	27	77
	Percentage	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table no. 5 shows the response of the sample about whether the women should be included in the administrative training program or not. The response shows that out of 50 male respondents, 43 thinks that women should also be included in the administrative training program. While, out of 27 women in the sample, 24 thinks that women should be included in the administrative training programs.

**Society should regard work by female administrators as valuable as work by  
male administrators**

**Table no. 6: Gender wise response of the sample for volubility of female role**

Please indicate your gender.		Society regards work by female administrators as valuable as work by male administrators					Total
		Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree	
Male	Count	1	19	4	17	9	50
	Percentage	100.0%	76.0%	66.7%	54.8%	64.3%	64.9 %
Female	Count	0	6	2	14	5	27
	Percentage	.0%	24.0%	33.3%	45.2%	35.7%	35.1 %
Total	Count	1	25	6	31	14	77
	Percentage	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %

Table no. 6 shows the response of the sample according to the gender that how the society should value the role of a female administrator than a male counterpart. The responses shows critical results that about one third of the sample responded that the female role should not be seen as the same as male administrator. 20 of the male respondents disagreed with the question while 6 out of 27 women also disagreed.

**To be a successful Manager/administrator a woman does not need to sacrifice some of her femininity**

**Table no. 7: To be a successful manager/administrator, a woman does not need to sacrifice some of her femininity.**

Please indicate your gender.		To be a successful Manager/administrator a woman does not need to sacrifice some of her Femininity					Total
		Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree	
Male	Count	1	21	4	22	2	50
	Percentage	100.0%	67.7%	57.1%	64.7%	50.0%	64.9%
Female	Count	0	10	3	12	2	27
	Percentage	.0%	32.3%	42.9%	35.3%	50.0%	35.1%
Total	Count	1	31	7	34	4	77
	Percentage	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table no. 7 shows that the responses of the sample about very critical matter of concern. It has been evident that women need to sacrifice some of her femininity to be a successful administrator. In this regard, a question has been asked to all of the male and female respondents of our sample. The responses have shown that out of 77 respondents, 32 do not agree with the question asked. According to their thoughts, women do need to sacrifice some of her femininity to be a successful manager. In particular, only 38 out of 77 respondents agreed with the question which makes almost half of our sample. The male respondents of our sample have greater opinion about this, which shows that about 22 of male

Respondents agree with the question while 4 of them are indifferent. Only 24 agree with the question. 10 of the females out of 27 disagreed with the question which means they think that women have to sacrifice some of her femininity to become a successful manager while, 3 of them are indifferent about their answer.

**Table no. 8: Break down of the male and female responses into different age groups.**

Which of the following age groups do you belong to?			To be a successful manager/administrator a woman does not need to sacrifice some of her femininity					Total
			Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree	
24-29	Gender	Male		2	0	1		3
		Female		2	1	0		3
	Total			4	1	1		6
30-39	Gender	Male		5		4	1	10
		Female		2		3	1	6
	Total			7		7	2	16
40-49	Gender	Male		6	2	3		11
		Female		2	1	2		5
	Total			8	3	5		16
50 and above	Gender	Male	1	8	2	14	1	26
		Female	0	3	1	7	1	12
	Total		1	11	3	21	2	38

Table no. 8 shows the breakdown of the responses of the individual respondents according to their age groups. The response to the question that women managers have to sacrifice some of their femininity to be successful manager has diverse response according to the age groups. Mostly, the elder respondents responded in favor of the question by saying that women do not have to sacrifice their femininity in order to be successful manager while, in younger age groups, higher ratio of the respondents have been found disagreeing with the question, saying that women have to sacrifice some of their femininity to be successful manager/administrator.

### **Public/Education institutions and practices that favor male employees**

To review the response towards this question, we ran simple ratio analysis to see what proportion of male and female respondents responded in favor, or against, the claim. Table no. 9 shows the results of ration analysis;

**Table no. 9: Proportional review of the responses of individuals**

		Public/Education institutions and practices that favor male employees					
Please indicate your gender.		Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree	Total
Male	Count	5	31	0	13	1	50
	Percentage	10.0%	62.0%	.0%	26.0%	2.0%	100.0%
Female	Count	2	18	2	5	0	27
	Percentage	7.4%	66.7%	7.4%	18.5%	.0%	100.0%
Total	Count	7	49	2	18	1	77
	Percentage	9.1%	63.6%	2.6%	23.4%	1.3%	100.0%

Table no. 9 shows the responses of individuals about the question asked that whether the public institutions favor male employees or not. The response shows that in totality, the respondents think that public institutions do not favor male employees. About 73 percent of the respondents think that public institutions do not favor male employees while only 25 percent respondents think otherwise.

## Public/Education institutions and practices that favor Female employees

**Table no. 10: Proportional review of the responses of individuals**

		Public/Education institutions and practices that favor male employees					
Please indicate your gender.		Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree	Total
Male	Count	2	20	6	20	2	50
	Percentage	4.0%	40.0%	12.0%	40.0%	4.0%	100.0%
Female	Count	1	16	1	8	0	26
	Percentage	3.8%	61.5%	3.8%	30.8%	.0%	100.0%
Total	Count	3	36	7	28	2	76
	Percentage	3.9%	47.4%	9.2%	36.8%	2.6%	100.0%

Table no. 10 shows the responses of the individuals about the question that whether the public institutions favor female employees in any way or not. The responses in this regard are quite interesting. Majority of the female respondents think that public institutions do not have favorable policies for female employees while, the response of male respondents is mixed. 44 percent of the male respondents said that public institutions do not favor female employees while exactly 44 percent agreed that public institutions favor female employees. 12 percent of the male respondents are indifferent about their opinion. Female respondents, on the other hand, think that public institutions do not have favorable policies in practice for female employees. 65 percent of the female respondents disagreed that public institutions favor female employees while 4 percent of them were indifferent in their views. 31 percent of

The female respondents agreed that public institutions have favorable practices for female employees.

Lack of equal career development opportunities for women

**Table no. 11: Proportional review of the responses of individuals about equal development opportunities for women in public sector**

		Lack of equal career development opportunities for women					
Please indicate your gender.		Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree	Total
Male	Count	2	28	3	16	1	50
	Percentage	4.0%	56.0%	6.0%	32.0%	2.0%	100.0%
Female	Count	0	5	1	21	0	27
	Percentage	.0%	18.5%	3.7%	77.8%	.0%	100.0%
Total	Count	2	33	4	37	1	77
	Percentage	2.6%	42.9%	5.2%	48.1%	1.3%	100.0%

Table no. 11 shows the responses of individuals about how the male and female individuals think about the development opportunities available for the women in public sector. The response in this regard is critical. 60 percent of the male respondents think that the claim is wrong and there are equal career development opportunities available for female employees. 6 percent male respondents were indifferent while 34 percent said that the career development opportunities for women are lacking. The responses from female respondents



are opposite. 51 percent of the respondents think that the career development opportunities for them are lacking in public sector organizations. 5 percent of the female respondents were indifferent while 44 percent disagreed that the career development opportunities for women are lacking in public sector organizations.

**Perceptions that women’s careers are not as important because they are not the primary family provider**

**Table no. 12: Proportional review of the responses of individuals about the perception that women’s career is not as important as of men**

		Public/Education institutions and practices that favor male employees					
Please indicate your gender.		Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree	Total
Male		4	23	2	19	2	50
	Count Percentage	8.0%	46.0%	4.0%	38.0%	4.0%	100.0%
Female		1	11	2	12	1	27
	Count Percentage	3.7%	40.7%	7.4%	44.4%	3.7%	100.0%
Total		5	34	4	31	3	77

**Table no. 12: Proportional review of the responses of individuals about the perception that women’s career is not as important as of men**

		Public/Education institutions and practices that favor male employees					
Please indicate your gender.		Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree	Total
Male		4	23	2	19	2	50
	Count Percentage	8.0%	46.0%	4.0%	38.0%	4.0%	100.0%
Female		1	11	2	12	1	27
	Count Percentage	3.7%	40.7%	7.4%	44.4%	3.7%	100.0%
Total		5	34	4	31	3	77
	Count Percentage	6.5%	44.2%	5.2%	40.3%	3.9%	100.0%

Table no. 12 shows the responses of the male and female respondents of our sample about the perception that the careers of women are not as important as of men because women are not the primary provider of the family. The responses show critical answer. Although more than 50 percent of male and more than 40 percent of female respondents do not agree with the claim, but, still a critical ratio of the respondents there who agreed with the claim. Specifically, 54 percent and 44 percent of the male and female respondents respectively did not agree with the claim. 42 percent of male and 48 percent of female

Respondents agreed with the claim while, 5 percent of the respondents in total, were indifferent about their views.

**Lack of equal career development opportunities for women**

The question of equal career development opportunities for women is very critical. It is claimed very frequently that women do not have equal career development opportunities. Thus, this question is specifically asked and analyzed to see how the experienced management level professionals in public sector organizations think about this issue. The results are presented in table no. 13.

**Table no. 13: Responses of male and female respondents about the availability of equal career development opportunities**

		Lack of equal career development opportunities for women				
Please indicate your gender.		Strongly Disagree	Disagree	No Opinion	Agree	Total
Male	Count	4	30	2	14	50
	Percentage	8.0%	60.0%	4.0%	28.0%	100.0%
Female	Count	1	7	2	17	27
	Percentage	3.7%	25.9%	7.4%	63.0%	100.0%
Total	Count	5	37	4	31	77
	Percentage	6.5%	48.1%	5.2%	40.3%	100.0%

Table no. 13 shows the responses of the male and female respondents of our sample. The responses of male and female respondents have noticeable difference. In totality, 55 percent of our sample thinks that equal career development opportunities are not available for women and men. While 40 percent of the total sample thinks that equal career development opportunities are available. Specifically, 68 percent of the male respondents responded that the career development opportunities are not lacking for women while, only 30 percent of the female respondents agreed to that, that equal career development opportunities are available. The response for the counter argument goes opposite. Only 28 percent of the male respondents agreed that equal career development opportunities are lacking for women while 63 percent of the female respondents agreed that career development opportunities are lacking for women.

#### **Perceptions that men make better managers/Administrator than women**

The perception that male managers are better than the female counterparts is very strong in our male dominant society. Thus, the question is asked to our sample of management level respondents about this mindset. The responses are presented in table no. 14;

**Table no. 14: Proportional review of the responses of individuals about the perception that women’s career is not as important as of men**

		Perceptions that men make better manager/administrator than women					
Please indicate your gender.		Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree	Total
Male		1	24	0	21	4	50
	Count Percentage	2.0%	48.0%	.0%	42.0%	8.0%	100.0%
Female	Count	2	14	1	10	0	27
	Percentage	7.4%	51.9%	3.7%	37.0%	.0%	100.0%
Total	Count	3	38	1	31	4	77
	Percentage	3.9%	49.4%	1.3%	40.3%	5.2%	100.0%

Table no. 14 above shows the responses of the sample about the perception that men make a better manger than women. The results are mixed, but, not very promising. 53 percent of our respondents to this questions disagreed that men do not make better manager than women. While, 46 percent of the respondents agreed that men make better manager than women. Specifically, the response of male respondents is absolutely divided in half. 50 percent of the male respondents think that men make a better manager while the other 50 percent think otherwise. The female respondents disagreed in majority. 59 percent of the female respondents disagreed with the claim that men make better manager than women while 37 percent of them agreed that men make better manger.

## CHAPTER-5

### CONCLUSION AND RECOMMENDATIONS

#### CONCLUSION

This chapter analyzed the responses of the male and female respondents in different perceptions and by taking different age groups and level of education of the respondents to classify the response of the individuals. The majority of results, as discussed in each heading, show a mix of response or it is diverted towards the prejudiced attitude of the society. Women in particular have always been said that they have equal opportunities to grow and prosper by the male respondents. But, on the other hand, female respondents have always claimed that they have not been available with the equal career development opportunities.

The discussion in this research about the existence of an invisible “Glass Ceiling” in the career development of working women in public Education department, gives some insights of the scenario which are very important. The review of present and past literature and the empirical analysis of some primary data suggest that the working women in Pakistan have few hurdles in the career development path generally in the all sectors particularly where male and female are in the same working paradigm and these are quite difficult to overcome for executive level women. The empirical model estimated in the research found that the glass ceiling clearly exists in Public Education Department specifically for the working women heading to high level of administrative posts and the factors which are common have also been identified. This study focuses on the public education department. The selection of education department was because it is considered the model for rest all other departments. The second reason was that if GC is prevailing in this department its mean these are being translated into other departments too being the feeding departments in HR to all others. Second the important element for this study was to observe the finding in the

sphere where all are very well educated and having the big stand of education and qualifications. This cluster of persons having the high level of education were taken in the observation because it can be standardized for the rest other departments. It was also the matter for consideration that these findings can be very very fruitful in curriculum development and revision. It deems wise that this study should be used while developing the curriculum by the curriculum wing so that this trend should be inculcated by the curriculum wing and accreditation council. The finding of this research the dependent indicators have very highlighted relation with the dependent variable. The independent variable was GC for the working women and rest four independent variables were effect of individual factors, family factors, cultural factors and organizational factors. During this study some alarming situations were also appeared that reluctance was there. This study shows that the GC is also very effective element also resisting the working women in education department too which is surely a frightening one. The study though translated the real working condition of the department which was already in view before going through this study. This is the prime factor which is deteriorating the morale of working women and intending them to cynical trend. Though during study the paradoxical responses and debates were observed yet the final state proved the existence of the GC in Public Education Department. It was the biggest desire or ambition of the working women that in spite of hard work and talent are not being recognized and are not being provided the right place of working with deserved status. As compared to men it has been analyzed that women rather having more required and acquired competencies – are not being gaged accordingly by the men working in the same department with less competency. Inequality and inequity was very clear in findings. Only some actions were satisfactory which are yet at initial level. The trends of family are being changed yet are the biggest hurdle in the development of women. Due to social pressure the family members are also the biggest resistance for the development of the women. Individually women are not

Well trained in the perspective of talent and confidence. General social structure and domestic upbringings shield the talent of girls and the concept of second class to men is fostered. Individually women are also submissive and compromised with all sort of the injustices. The married women also get guidance and permissions from their husbands to go ahead. It is often that these women are not permitted for any administrative posts by saying “do not drag us to social evils and pressures” and so women are deprived silently from their deserve post in accordance with talent and some time they refuse at their own. The time for children is always prime priority for the women because there is no substitute so they at their own end refuse to go ahead.

As per the results, individual factors, family related issues, cultural factors and organizational hurdles are the main reasons why women in Pakistan have less access to the growth possibilities than the counter gender. The literature have discussed the social and psychic connection of the two and also identified how efforts have been made or sabotaged in the past for the subject. This research concludes that the glass ceiling which is a headwind in the working women career growth has four main factors which play negative role. These prime four influences are individual factors, family factors, cultural factors and organizational factors.



## **RECOMMENDATIONS**

In the light of above discussion, the research proposes that significant actions are needed to be taken in regard to eliminate such kind of prejudice. The factors which play their part in the existence of this “glass ceiling” phenomenon have different mechanisms and different implications. The government can take immediate actions to reduce the existence of organizational factors and cultural factors, but individuals’ factors need direct care and family factors need long term efforts to change the human perspective in the scenario. The nutshell of this research is that women in Pakistan should have the same right of career growth as men are enjoying at any level.

It is also very important that such topics should be included in the National Curriculum so that the education this design should be provided to forthcoming generation so that this noxious element should be eliminated.

In general training sessions which are conducted by the government in education sector, GC should be given a proper topic and should be taught. By this women should be given a proper training to pave their own path to promotion. Psychotherapy of the women is also very essential through seminars and conferences.

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