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Management of Gender Discrimination Faced By the Women Working In Government Organizations of Northern Areas (Gilgit-Baltistan) Of Pakistan

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The research is descriptive in nature and it describes the conditions of working women in govt. organization of Gilgit city. The collected data reveals that 38% women agree with gender policy and 62% do not agree. Variant views are found about issues like female employees face harassment at work place. This statement is supported by 26% female employees while 74% working women are against the statement, pick and drop facility for female staff is supported by 86% on the other hand 14% working women does not want to avail this facility.

Finding indicates that inequality with women or lack of opportunities for women in job market is a serious issue. This research shows that female employees face many difficulties in Govt. organization such as discriminatory gender policy, lack of trainings, pick and drop facility, even in some organization female employees don't have separate toilets. Almost all organization did not have day care centre for children's of working women, Timings are inflexible for female employees. Lack of appreciation for their work, internet facilities at work place, lack of official accommodation and cafeteria facility are the major concerns of working women of northern areas of Pakistan.

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Management of Gender Discrimination Faced By the Women Working In Government Organizations of Northern Areas (Gilgit-Baltistan) Of Pakistan

Hafiz Ghufuran Ali Khan^a, Babar Majeed Rathore^a, Muhammad Ilyas^b

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Keywords : Working women, Government organizations, Northern areas, Pakistan.

I. INTRODUCTION

In Northern Areas (Gilgit Baltistan) concept of human rights does not exist in its finest form. These isolated areas of Pakistan are denied of a number of basic necessities. Even men do not enjoy exposure to opportunities of quality, scientific and technical

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education, economic resources, human capital and people are denied of political and their constitutional rights.

Female employees face problems like work place harassment, gender inequality, pick and drop facility, inflexible timings, lack of maternity leaves and social limits etc., these problems need to be addressed by government organization for better working environment and efficiency and productivity of employees.

The rationale of selection of the topic of discrimination against women employees is based upon the felt need and realization of the intensity and severity of the issue. Besides, one could see that this discrimination exists in almost all parts of the country and perhaps its worst form exists in remotest and isolated parts of Pakistan, and of course the women of Northern Areas face the most severe form of discrimination. Prevalent male dominance and women suppression has affected women's life in different ways. Physical and psychological growth, mental and emotional health and psychological well being of these women seems to be influenced by discriminatory attitudes, which tend to project this authoritarian manner in all spheres of women's life.

II. THE RESEARCH PROBLEM

This research primarily focuses on working condition of female employees working in different government organizations and the problems they faced on the basis of gender discrimination. Women constitute 48% of the northern areas population. Their contributions to the regions well being however, remained under valued and largely unseen, and their needs and aspirations often remained unrecognized.

III. OBJECTIVES OF THE RESEARCH

The purpose of this research work is to gather data about the conditions of working women in govt. organization, and to know how many facilities are available for women.

IV. MAIN OBJECTIVE

To find out the working conditions of women in different government organizations based in Gilgit city.

V. SCOPE OF THE RESEARCH

This research primarily focused on female employees of govt. organization. Females are working in different departments of government organizations in Gilgit city, which includes planning and developing dept. Family health association, population, Northern Area Transport Corporation, District Head Quarter Gilgit etc.

VI. SAMPLE SIZE

For the present study a purposive sample of 50 individuals has been collected, which will be representing different areas of Gilgit city. Academic qualification level of the selected group ranges above matriculation. The age range of the selected sample is above 18. Age range marital status and minimum educational qualification would be held constant in order to control their effects.

VII. QUESTIONNAIRE

Questionnaire is based on the concept of close ended questions as well as open ended question. Each question represents the objective of this research. Each questionnaire has contained twenty three questions which reflect the problems faced by female employees in govt. organization of Gilgit city.

VIII. DATA COLLECTION

Questionnaires were given to female employees in different sector of govt. organization and collected back on next day. The sample has been approached at their work places as well as at their homes. They have instructed to readout statement carefully and check the appropriate answers by marking tick on it and give answers to open ended questions.

The data for this research has been collected from primary source. A questionnaire designed to address the objectives of the study specifically to assess the work place related issues.

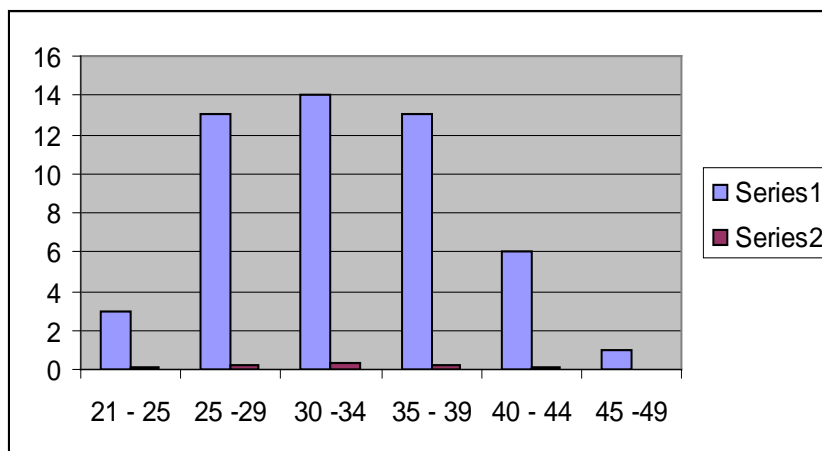
Data has been analyzed manually as it is a descriptive study, statistical tool are not applied how ever frequency distribution and cross tabulation of different variable have been made.

IX. DISCUSSION AND ILLUSTRATION OF COLLECTED DATA

a) Tables and analysis of data

Age wise responses

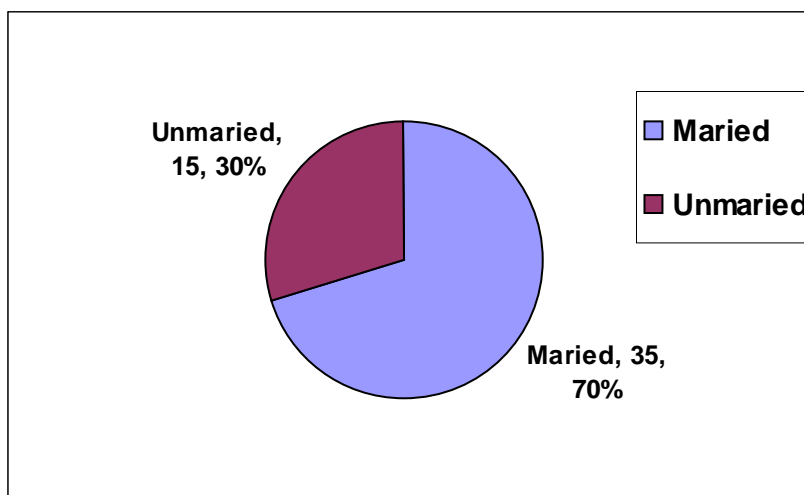
Age group	Frequency	%age
21 – 25	3	6%
26 -29	13	26%
30 -34	14	28%
35 – 39	13	26%
40 – 44	6	12%
45 -49	1	2%
Total	50	100%



The sample size consists of a total of 50 respondents. The age group of 3 respondents ranges from 21-25 , 13 respondents had a 26-29 years, 14 respondents range from 30-34 years, 13 respondents ranges from 35-39 years, 6 respondents range from 40 to 44 years, 1 respondent range from 45-49.

Marital status

M;S	Frequency	%age
Married	35	70%
Unmarried	15	30%
Total	50	100%

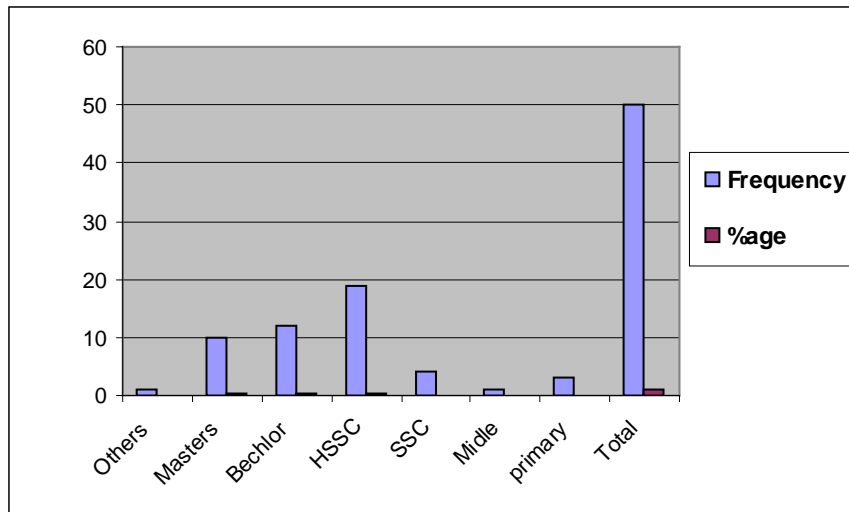


The total sample size is of 50 respondents among whom 35(70%) respondents are married and 15(30%) respondents are unmarried.

Qualification of Female Employees

Edu-	Frequency	%age
Others	1	2%
Masters	10	20%
Bachelor	12	24%
HSSC	19	38%
SSC	4	8%
Middle primary	1	2%
Total	50	100%





The research is conducted to explore working women's conditions in government organization. This finding reveals that 38% women agree with discriminatory gender policy and 62% do not agree. Variant views are found about issues like female employees face harassment at work place. This statement is supported by 26% female employees while 74% working women are against the statement, pick and drop facility for female staff is opposed by 86% on the other hand 14% working women supported this statement.

Finding indicates that inequality with female employees or lack of opportunities in jobs is considered a serious issue. This research tells that female employees face many difficulties in Govt. organization such as gender policy is not fair, lack of trainings, pick and drop facility, even in some organizations there is a lack of the facility of separate toilets for women, lack of day care centre for their children, inflexible timings (night duty), salary is not enough and not paid on time, lack of appreciation for their work achievements and there is no computerized system and lesser access to the internet facilities at their office, lack of official accommodation and cafeteria facility. There are such kinds of facilities which Govt. should provide to female staff in Govt. organizations especially in Govt. hospitals in Gilgit city where working woman have not any facility according to their duties.

Women employees also faced some common hindrances in Govt. organizations, e.g. harassment issues, work load, no job security, sectarian problems, stagnant work, and bad environmental issues.

X. CONCLUSION

In the last few decades visible changes in the Northern Areas have taken place, in this regard the contribution of Northern Areas Administration is quite significant.

The participation of women in mainstream at

Govt. organizations is increasing day by day. The information from statistical analysis indicates that the developments in the fields of female employment ensure by Govt. organizations. When men and women are able to respect and accept their differences than love has a chance to bloom and in this way female employees get facilities and minimize their problems.

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