

A sociological Analysis of the Attitude of Working Females towards Joint Family System: A Case Study of Quetta City

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Revised: 03rd October 2021

Accepted: 29th November 2021

Published: 25th December 2021

Abstract: Working female can play a primary role for human development in every society or country and without their involvement no progress exist. Today's working female are facing various challenges,problems and conflicts due to work and joint family life. Working female find it very difficult to sustain or manage and balance between the burden of work and family life. Getting a sustain and balance between family life and work is a serious issue for working female, particularly from joint family now-a-days. This research study, discloses the attitude of joint family on working female's personal and professional life in Balochistan. In this research study, quantitative methodology and techniques were used with probability sampling methods. For this purpose, a questionnaire was sent to respondents. In this research study, sample size was 250 working female from different government and private organizations in Quetta city. The key aim of this research was to analysis of the attitude of working female towards the joint family system in Quetta, Balochistan. This research will help in understanding of the effects and issues related to work life and personal life balance of working female in Balochistan.

Keywords: Attitude, Working female, Effect, Join family system, Quetta

1. Introduction:

In recent years, we have seen many marital strains which includes choosing life partner, parent child conflict and domestic violence and has been noticed that the joint family has had a significant impact on these issues. In today's modern and post industrialized world, as women are also working shoulder to shoulder with men, there are many issues faced by female from family's side. In different societies, there are various views about joint family system and there is different ratio of labour force participation

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of females (Gondal,2005). Working women are found in every under developing, developing and developed societies.

In this post industrial society, the organic solidarity is the source of social integration and human are interdependent because of specialization (Siraj.et al.2019). Both male and female are serving in the society for its well being but females are found less in ratio of participation as according to theglobeconomy.com Labour force, percent male in 2020 is 81.71 whereas Labour force, percent female in 2020 is 20.53 (Isran & Isran,2012). Women in Pakistan have been played significant roles in throughout Pakistan's history and they have been performed on different prominent positions and have held high offices including that of Prime Minister, Speaker and Opposition Leader .Females have been ministers, judges and so on (Saleem,2018).

Females are in various fields and serving the society in different ways. Along with it, female also have some domestic responsibilities and the responsibility of offspring. No matter, wherever a person serves, has a family to go back from work and live. The family is basically based on a married couple with their offspring, living in a common residence and share common values. They have face to face interaction and affection with one and other (Narejo Nabi, Abdullah ,& Gopang,2011) Family is found in different forms in different societies. Though, it is considered a basic institution everywhere but it exists in various forms and its structure differs from society to society because of different cultures like in western society, family is found not in extended shape but, mostly in nuclear form as constituting two-generation households that are made up of parents and their biological children and the countries like India and Pakistan, here, we can see joint families comprising of married brothers with their families living in one property without third generation in the rural areas mostly and nuclear families in urban areas (Akhtar & Akbar, 2016; Ullah, 2020). Attitude of working females towards different family structures is also different. Attitude in this research refers to the expression of preference for a particular type of living arrangement that is joint family system. In Pakistan, the joint families are generally patriarchal. (Quddas,1995)

In today's modern world, many women work outside home and serving the society in many ways. The role of women cannot be denied at all. (Ayesha, 2013) This is a common view that man earns and women serves but the modern time has changed the structure of the society. In past, men were the bread-earners and females were for home chores only but now both genders are accompanied in every walk of life and gone are the days when females were confined to homes only and were dependent on men.(Bashir,2019). Now-a-days the bread-earner status is not merely confined to men only while females are also working and earning good amounts for the livelihood but, at the same time, they are facing a lot of domestic problems as well and because of working outside home also affects the family's structure and basically considered a main reason of molding the structure of families. (Moen & Sweet,2004) The family set up also affects the working females in different ways. Family at the same time is considered both a hurdle in the way of working for females and as well as a support to work efficiently outside.

2. Problem statement

Family plays a significant role in everyone's life. According to Dasgupta, S. (2000) family includes those connected through marriage, societal custom, or biological ties. According to (Gomez, Khan., Malik, & Saif, 2010), Pakistani cultural context differs from the rest of the world because to the interactions

between class, gender, and other factors. Living within the joint family structure is one of the important arrangements as far as Pakistani society is concerned.

Since the inception of the modern society, the women have been contributing in work field to support their families. Women are enrolled in different organizations. Women are contributing in various fields of life and their contribution cannot be denied but, they have some gender ascribed responsibilities from the family side as well. This study will examine the attitude of working women towards joint family system because there are different views and assumptions about females who work outside of home and have been considered to affect the joint family system. Purpose of this study is to go for an analysis of the attitude of working women towards joint family system in Baluchistan especially in Quetta.

3. Objectives of the study

The basic objective of this research will be to understand and investigate the attitude of working females towards joint family system because it has a big impact of societal structure. For this purpose two types of objectives will be there:

- To know the attitude of working females towards joint family system.
- To know how joint family system is affected by working women

4. Methodology:

This descriptive research analyzed the attitude of working families towards joint families in Balochistan. The study. The universal was Quetta city, the capital of the province of Balochistan. The sample was selected from government and private employees. For the study, the respondents were selected from government departments, colleges, universities and NGOs. Total 250 respondents were selected for this study to know the impacts of joint family to working female's. For data collection, a questionnaire was used and data was analyzed by using SPSS.

5. Literature Review

5.1. Family

Family is one of the oldest social institutions in the world. It is considered the backbone of social structure. As the first social institutions, the family is first and very important universal of all shapes of organizations.(Greenhaus & Powell, 2006). It is the key of all basic social institutions, and also considered the most complex structure. It is the family , which transfers traditions of society, and plays a mother role.

Family is a crucial a part of one's life. As (Grzywacz & Keyes ,005) justified that family includes people that area unit connected by biological ties, social custom and wedding or through adoption. Family structures like joint and external family exist in cultural context of Asian countries i.e. Pakistan, India, Bangladesh, etc. Woods,(1985) defines the term joint family as once over one kid lives together with his parental social unit once marriage. Chadda & Deb (2013) more justified that joint family as a group of people. live along throughout necessary stages of their life and sure by biological, social and emotional relationship to every alternative in Asian and Indian family context. It's more explained that Indian and

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Asian societies specialize in collectivism as opposite to Western societies wherever relatives and individualism predominates.

According to Friedman & Greenhaus (2000) a joint family unit that includes two or more generations of kindred related through either the paternal or maternal line who maintain a common residence and are subject to common social, economic, and religious regulations”

As Akhla , Malik, & Khan (2013) mentioned that a family is a group of individuals together in bond of marriage, blood and making a household, interring with each other in their respective social role of wife and husband, father and mother, son and daughter, sister and brother and sustaining a joint and common social norms and culture. Moreover, Sund & Ostwald (1985) said that joint families share a powerful emotional bond and facilitate in building social relationships. The study mentioned regarding the division of roles assigned to family members and their family functioning. Less attention has been paid, however, to another necessary facet on the role of joint families’ facilitation to married operating ladies on attaining a balance between work and family life.

5.2.Nuclear family

This type of family consists of parents and one or more children living together and share common residence and common culture. The nuclear family is a small unit of individuals which includes a husband and wife with their children. The nuclear family is a common structure of modern and technological societies (Voydanoff, 2005). This type of family contains a man and woman who continue or maintain a culturally, religiously and socially approved sexual relationship to extend their generation (Anthony, 2001). This type of family is considered one of the traditional families in which the husband works outside of the home for the family and wife does housework (Edwin, 2000)

As Morris (2005) said that it does not remember whether or not marital relations are permanent or transient; whether or not there may be polygamy or polyandry the one fact stands proud past all others that everywhere the husband, spouse and immature youngsters constitute a unit other than the rest of the community. A first-rate element in retaining the nuclear circle of relatives is financial cooperation primarily based upon the division of hard work between the sexes. The structure of the nuclear circle of relatives isn't same anywhere. Bottom ore makes a difference between varieties of circle of relatives machine.

5.3Joint family

The joint family is also called undivided family or prolonged family. It usually consists of individuals belong to 2-3 generations: husband and spouse, their married and single kids and their married or unmarried grandchildren (Frone, 2003). The joint circle of relatives system constituted the primary social group in lots of conventional societies especially Asian societies like Pakistan. The joint circle of relatives is a style of mixing smaller families into larger own family units thru the extension of three or greater generations (Mukarram., Akbar, Jan & Gul, 2012). In joint family the members are associated through blood and unfold over several generations residing together underneath a common space and paintings under common head.

This type of family is made up of father, mother, sons, daughters, grandparents, uncles, aunts and cousins. They share a common residence and common culture . According to different studies, the conclusion is made that many of the researches on the attitude of women towards joint family system

over the last some decades has not been successful to make a convincing perspective about this aspect and some produced the overwhelming prevalence of positive attitude towards joint family system. Joint family system is mostly found in rural areas of Pakistan and the nuclear family system is the trend of urban areas of Pakistan.

5.4. Family system in Balochistan

The social organization of Balochistan is sometimes grouping supported the clan system and additionally the followers of this system unit very concerned regarding their cultural traditions and their standing (Baloch, 2016). As likely the alternative parts of Pakistan, this region of Balochistan, together hosts a male-dominated society where females have restricted power of upper cognitive operation in every sphere of life (Kakar, Bareach & Sultan, 2016). Due to the exceeded authority of the grouping men, female deprived, consequently, the basic rights of girls unit violated in every step.

Such violation can be determined by the pattern of ancient marriages inside the region, the footprints of ancient marriages unit witnessed in rural areas, where marriages unit organized to settle the disputes or blood battles between a pair of tribes. The women bear the results of such marriages by having no right of divorce. According to Sajid and Sadiq, (2016) mentioned that the everyday age distinction in Pakistan between the spouses is 10.1, this age distinction a lot of limits the freedom of quality, the power of upper cognitive operation and together answerable for the economically underprivileged standing of the women.

Balochistan, being a strict traditional society where married ladies cannot raise their voices against the violence or in several words such cases unit never according consequently to the frequency they occur. What's a lot of, the previous records show that the girls world organization agency conjoin before they reach the age of eighteen faces serious complication throughout state, which a lot of finally ends up in maternal mortality (Umer, Othman and Hassan, 2016).

Women are burdened socially, economically, politically and religiously. They can't take any decision on their own and are passionate about males during this society. Therefore, due to these limitations they're underprivileged in their affairs and therefore the dependency will increase on social establishments like those of patriarchal bases of family (Bashir, 2019). Organized wedding is taken into account as a social price. In several of the social problems girls haven't say once it involves family-oriented, personal, skilled or any life orientating matters of great nature. Girls don't seem to be allowed to settle on their skilled careers or the other preference in their lives.

Due to strict social group norms, girls are forced to abide by the principles of social group culture to avoid any unhealthy name or shame to social group status. This generally results in homicide and practice of girls, poignant all social respects and honors of girls in such society. However, relatively the social condition is recuperating in Quetta- urban center town as compared to alternative peripheral areas because the women are concerned in numerous political, economic, spiritual and social activities.

2.6. Socio-economic status of women in Balochistan

Women give fifty one. p.c of the complete demographic inhabitants at county level, female role at country level wasn't give confidence. During this regard it had been a dire have to be compelled

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to empower females in each sphere either politically, or socially, or economically and radically moreover. thanks to the feminine as thought of because the punier section in our society, her complementary role at intervals the community as half and parcel (Shah,1994).

Balochistan province has the bottom feminine attainment rates within the world. In line with the Pakistan Social and Living commonplace measure Survey, seven out of ten females within the province have not been to high education. Females have very poor access to education. there's a restricted range of middle-school facilities wherever they might presumably continue their education. additionally thereto, the colleges square measure usually terribly way and it are often dangerous for them to require an extended trip. The pressure from patricentric families may also force them to quit learning (GoB,2006).

In Balochistan's historically patricentric society, female often face discrimination, assault, and murder within the name of "honor." they need very little area within the political, cultural, economic, or social fields. Balochistan tiptop the rankings in Pakistan in terms of maternal mortality, feminine illiteracy, state, and gender disparities. Conditions square measure even worse for Baluchistan's ladies in rural areas. Take feminine acquirement, a surprising two % in rural Balochistan, compared to twenty six % for the province as an entire (Barrech, Sadia, Dr Siraj Bashir, Dr Mir Saadat Baloch, & Fauzia Safdar ,2019)

The social and cultural context of Balochistani society is preponderantly patricentric. In Balochistan, men and female are considered two separate human. The overall home is under women, whereas a male dominates in the outside the home. Men and women square measure conceptually divided into 2 separate worlds. Since the notion of male honor and izzat (honor) is connected with women's sexual manners, their sex is taken into account a possible threat to the honor of the family. Therefore, women's quality is rigorously controlled and controlled through the system of purdah, sex segregation, and violence against them (Barrech, Sadia, Dr Siraj Bashir, Dr Mir Saadat Baloch, & Fauzia,2019a).

5.7.Effect of joint family on job performance

It has been determined that residing in joint households lead to some perks in performing some responsibilities such as: charge of bills, children's care, and housekeeping. Working women living in joint households have to take care of household and operate work roles aspect with the aid of side. In Pakistan's cultural context, joint household gadget is taken as a robust authority differentiation throughout generations. The elder male member of household has an authoritative role in the household due to the fact all things of the household is managed via him. In such state of affairs they younger era of the household exhibit recognize to elder contributors of the household as a end result of expectation (Chuadhry, Iman and Nosheen,2009).

In cultural context like Pakistan, working married female residing with their in-laws face many challenges consisting of keeping healthful and joyful relationship with in-laws. This consists of burdening themselves with the aid of overdoing families' obligations. Women strongly trust that if they do now not make their in-laws thrilled with their work at home, they would possibly no longer be allowed to work similarly by means of their in-laws. Or a stability between work and household area will get disturbed (Kousar ,2005).

It is found that employment life gets plagued by the family and family gets plagued by work life. The negative results like job discontent, poor performance, high absence and coming back late at work will be determined, if there's no/less support from the families. within the same manner, He argued that employment and family roles are interconnected as so much as attitudes and activity outcomes are involved. for instance, moods in one role will upshot to a different role and affect the performance at work and family levels. It's conjointly argued by numerous researchers that girls thought of families their main and necessary priority than the work due to cultural factors.

6. Results

Table.1. Percentage and frequency Distribution of Respondents About their family type

Valid	F	%
Joint	180	180.0
Nuclear	70	70.0
Total	250	250.0

Data interpretation:

The table no one explains the percentage and frequency of the respondents regarding their family type 180 respondents with percent of 180% were from the joint family system and remaining respondents with the frequency of 70are from in nuclear family system.

Table.no.2. Percentage and frequency Distribution of Respondents Regarding their Family member

No response	F	%
2-4	156	156.0
5-7	74	74.0
8-10	20	20.0
Total	250	250.0

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Data interpretation:

The table no 2 shows the frequency and percent of the respondents regarding to their family members. According to the finding 156 respondents were with 2-4 members, while 74 respondents with percent of 74 with 5-7 family members. Only 20 % respondents with were 8-10 member .

Table. No 3. Percentage and frequency Distribution of Respondents Regarding About The Financial Condition of Your Family

		F	%
Valid	Well-to-do	70	70.0
	Rich	80	100.0
	Middle Class	100	80.0
	Total	250	250.0

Data interpretation:

The table no 3 highlights the percent and frequency the financial condition of family of the respondents. In which majority of the respondents with frequency of 100% belong to middle class family, and 80% belong to rice families .While only 70% respondents belong to well-to-do families.

Table.No.4. Percentage and frequency Distribution of Respondents Regarding About The Home Environment

No response	F	%
Friendly	102	102.0
Serious	30	30.0
Pleasant	76	76.0
Don't know	48	48.0
Total	250	250.0

Data interpretation:

As per this table 102% of female’s home environment is friendly, 76% of female’s home environment is pleasant, 30% of female’s home environment is serious, and 48% of female’s don't know about their home environment. According the majority respondents friendly and pleasant environment is good situation for everybody in their houses.

Table. No.5. Percentage Distribution Regarding, do you think joint family system affect job?

		F	%
Valid	YES	174	174.0
	NO	76	76.0
	Total	250	250.0

Data interpretation:

The table no5shows the frequency of joint family affect on job, 174% they think that joint family system affect their job, while the frequency of NO 76, 76% respondent said that it doesn't affect the job. Above table shows that most of respondents think that joint family system affect job.

Table. No.6 Percentage Distribution Regarding, family Attitude about Female job?

		F	%
Valid	Positive	173	173.0
	Negative	77	77.0
	Total	250	250.0

Data interpretation:

The table no,6 shows the frequency of family attitude about female job, 173 mentioned that our family attitude is positive about female job because it is need of time. Frequency of negative 77, 77% respondent said that our family attitude toward female job is negative because they it is against of our religious and culture. Above table shows that most of respondents mentioned that family is positive regarding female job.

Table. No 7 Percentage Distribution Regarding, do you think work affect of family relations?

		F	%
Valid	YES	174	174.0
	NO	76	76.0
	Total	250	250.0

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Data interpretation:

The table no 7 shows the frequency of work effect on family relations, 174 thought work effect our family relation. While 76% respondents said that our work does not affect our family relation. Above table shows that most of respondents mentioned that work affect the family relations the frequency is 174 out of 250 respondents.

Table No.8 Percentage Distribution Regarding, Stress Among Working Women

		F	%
Valid	Yes	173	173.0
	NO	77	77.0
	Total	250	250.0

Data interpretation:

The table no.8 shows the frequency of stress, according to 173, they mostly face stress because of unbalance situation between job and home. While 77% respondents said they don't feel any stress. Therefore, majority women feel stress the frequency is 173 out of 250 respondents.

CONCLUSION

We can say that a working women have to play multi roles example family, work and maintaining a balance between job and work. Female face a number of social, cultural, emotional and economical issues, like to sustain their work and joint family. Female sacrifice their life to sustain a balance between work life and family. When they fail to sustain a balance situation between family and job then it disturbs physically and mentally as well as their relations with kids, husband and others. We mostly see and listen that their in-laws always have to deal with various conflicts and involve in their personal and professional matters. Female to solve or manage the conflict they use several tools and strategies such as : keep silent and avoidance in conflicting situations. This research study concludes that female life very disturbed and effected in joint family and also supportive.

To conclude the research, all female face hard and difficult in balancing family life and professional life. They have very busy life and due to this almost their life is affected. In our society, women have to work under of a number of issues and limitations. This research study findings show that working female need support from family and departments where they can easily and freely work without any effect, fear, discrimination, stress , depression and disturbance. In Balochistan, female are expected to balance home and work life side by side. In Pakistan, particularly Balochistan, government department and private organizations don't provide or give flexible or supportive work schedules. Due to this situation, working female almost ignore their health and others and compromised the personal life sue to it and her life affected by these circumstance.

The study was designed to observe the attitude of working female towards the joint family in the dominance of the conservative and traditional society and local Baloch and Pashtoon cultures along

with the impact of technology, socio-economic, and others. This research study found that the majority respondents were educated and were living in joint family system. The vital part of this study is that most families are willing for female's job but the attitude family members are not cooperative and supportive with women due to this female are being mentally, psychically and socially-economically disturbed. This study concluded that culture is one of the major reason of the overall of these attitude. Secondly, proper awareness regarding female work and family life also need to be promoted. The results further identified that attitude towards female jobs or work had strong relation with the conservative and traditional thinking as male -dominant but this thinking takes time. As mentioned above, awareness play a strong link with the attitude towards female job and family life.

RECOMMENDATIONS:

After deep analysis this research study, the following recommendations to make better or improve working female's work and family life balance.

1. Government of Balochistan and private organizations should develop suitable policies for working female regarding their work environment, hours and no extra work should be given to them to be completed at home.
2. Facilities and policies like children daycare center etc should be provided to working female in all districts in Balochistan.
3. Our society still conservative regarding female education and job, therefore, family should understand that the working female is a human like male and needs support and help positive reception and assistance.
4. Due to over burden on working female their health suffers. Therefore, working female health should be on top priority of organization and family.
5. In Balochistan our female get a lot of respect so such respect should be given to working female as much as at home and offices; all working female deserve more respect and love.

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