



RESEARCH PAPER

Impact of Demographic Determinants of Males towards the Attitude for Women Empowerment

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ABSTRACT

The study explores the impact of the demographic variables of males and the attitude of males of society towards the empowerment of working women. It is the need of the hour to improve the status of working women as they perform dual responsibilities as being a reproductive member and also a productive member of the society. This multitasking status of women should be accepted in the society. For this purpose, the educated married males were studied. A sample of 200 respondents was taken from Faisalabad district Pakistan through multistage sampling method. Chi square was applied. Association of age, education, monthly salary and residential area was checked with the trust on working women which was taken as an indicator of males' attitude. Findings have shown that age, level of education, monthly salary and residential area are associated with the level of trust for the working women

Introduction

Women empowerment is a broad term which is described in different ways showing its relation with the possession of material things like land, property and money, availability of good employment opportunities, decision to make choices, freedom in their lives, utilization of basic education, health. Political, social and economic facilities parallel to that of men (Bhutta & Haider, 2013)

Empowerment is defined as an expansion in women's ability to make strategic life choices in a context where this ability was previously denied to

them. Empowerment may be illustrated as having the ability to make selections and in further extension, it relates to the presence of an option to figure out the availability of those choices (Duflo, 2012). It is a relative term, that is to say, empowering a person in a specific condition may not empower the same for the same person in alternative situation. It is a complex term and needs to be defined more clearly. It is a multidimensional, fluid and evolving concept in the arena of feminism and development literature possessing social, cultural, economic, political religious, personal and emotional elements.

It was also stated that an empowered woman will be one who is self-confident, who critically analyses her environment and who exercises control over decisions that affect her life. It was also said that empowerment and economic progress both are integrated (Duflo, 2012). Therefore, empowering women means an economic growth of a society.

The empowerment with reference to women may thus be expressed as the representation of women in higher level of decision-making positions. Empowerment is connected with the autonomy representing their role in the exercising of power whether professionally or away from it. The professional women are empowered as they can utilize their own income whenever they want. Women level of self- independence is a measure if the extent to which women are in a state to get the best out of their welfare and domination over their lives surrounded by the phenomenon of gender inequality.

There has been much debate on the part of women and development as to know the systems to empower women mainly centering on their participation in economic activities and access to financial resources. The general implication of women empowerment is concerned to the freedom of choice and authority to participate in economic activities. All these definitions show that women's authority is to make decisions and utilization of their substantial, quantifiable and rational resources for improvement of their own and their intimates (Bayeh, 2016).

The biological difference between male and female is an important factor for shaping and cataloguing the roles within the societies. It has been seen that this is a universal fashion. Males have to be masculine and females have to be feminine. The duties that are specified for males are not carried out by the females in general and vice-versa. In case one of the spouses is not present the obligations may be altered. A male can compensate his duties but females are not permissible to overlook the liabilities conferred to her as a mother and as a wife particularly. The reason for the promotion and advancement of gender mainstreaming becomes strong then.

Women who do paid jobs are not behind the men in performing their obligations. This may be due to the process of urbanization that the fragile section of the society is now doing great work. Females of the developed areas possess great passion towards their work. Once the zest is developed among them they

carry it on after they get married and swing to their husband's place. These paid women become empowered as they are financially independent. Rising inflation contributes much in all this as the earning by the females is utilized for the household managements. In some cases, males don't get vacillating to seek financial aid by their working females. The vigorous support by the working females becomes stronger then. The figure of male as towering over does not seem to be entirely independent.

The status of woman is thus being affected by the duties she performs and in relation to the ruling member of the society it becomes more thoughtful. As Pakistani society is very much influenced by the Islamic code of living the socio-cultural values and norms are associated to the Islamic setup. Females are given the approval to work outside the premises of their residence provided they go along with the Islamic way. In many cases they are permitted only if they are in veil (purdah). Their meeting with any other unknown male is restricted. The limitation of time is also important as they may not be legitimized to stay out after the brightness of the day is over. In some cases, women may not be allowed to move freely in their community without their male apexes (*mehram*)(Awan, 2012,).

Working women have to work more than others particularly those who are in matrimonial relationship. The responsibilities get multiplied and the level of expectation is raised. The stereotype roles of married working women are same as that of any other woman. It becomes quite problematic if the married working women try to perform all these alone (Hazarika, 2011).

The cooperation of males is of much significance. It is a common trend that males do not take part in any matters related to the rearing and caring of children, their education, health issues and also males do not pay much concentration in any affair if elderly people. This indicates that the married working women have to cope with the discrimination caused by the males. Males do not realize the laborious routine of the females. In some cultures, it becomes quite serious when males try to tower over the women ignoring the strong positive character of working women. There may be some other social and psychological factors involving but the male dogmatism is leading (Anderson & Eswaran, 2009)

Literature Review

Anderson and Eswaran(2009) stated that involvement of produced income in more effective in improving the status of a women in a family as compared to the money which is not earned by the women.

Hazarika (2011) stated that mostly women were considered as slave of males but today women have become successful in attaining a respectable status in the society. The study claimed that women of present times are still not free from gender discrimination.

Luke & Munshi (2011) concluded that a small increase in income of a female effects positively towards the familial relationships. Further the study reported that this positive impact on family ties is restricted to families of some specific background. Thus, they concluded that family background is more important as compared to the female income.

Nosheen (2011) reported that women in Pakistan face violence in their daily life. They are culturally and religiously bound. Their spouses are violence perpetrator mainly and they commit violence due to the stereotype cultural system. Thus, the education and financial back ground of males do not play a role in reduction of violence against Pakistani women.

Rafiqul (2011) stated that women empowerment is significantly involved in the development of a country. Women can only avail their rights by being empowered. Thus, the study concluded that the financial activities which women produce themselves are helpful in reducing poverty from the country and to empower the women.

Shettar (2015) claimed that although empowerment of women is a significant need of the society yet it is far from reality. The study revealed that biased gender norms still exist in the society which can only be minimized through education, better employment and improved social system.

Fahimi and Moghadam (2016) stressed that education is the most important factor to improve the financial, personal and overall set up of any country. The study also stated that a large number of women is going to enroll themselves as compared to the number of enrolments in the past. This will improve the social status of women in the society.

Material and Method

The quantitative method was used to analyze the attitude of males towards empowerment of married working women. Faisalabad district was selected as an area to conduct the study. It has 8 towns according to the division of Local Government electoral constituencies. Four towns were selected randomly. Therefore, the selected towns were Madina Town, Jaranwala town, Lyallpur Town and Samundari Town. Although the assortment of these towns was done at random however the selection covered the consistency of the target population precisely. This resulted in gathering and analyzing the data more accurately. The second step involved the choice of sample size. A sample of 200 respondents from the already selected towns of Faisalabad district was taken. Since the population of these selected towns was not equal therefore it was preferred to take a proportionate sample from each town. While approaching the respondents the next step adapted was the purposive sampling technique as researcher wanted to gather information from those males who have attained age of minimum 25 years and are able to read and write their names. Data was collected through personal

visit in all the four towns. The data collected was classified and tested by applying Chi Square test. The findings were exposed as the conclusions and suitable recommendations were made for the future studies. The following hypotheses were tested:

1. Higher the age of the males, greater will be the level of trust on working women.
2. Greater the level of education of males, greater will be the level of trust on working women.
3. Bigger the monthly salary of males, greater will be the level of their trust on working women.
4. Urban males will be having more level of trust on working women as compared to rural males.

Results and Discussion

The results of bivariate analysis of the study are presented in the following paragraphs:

Hypothesis 1: Higher the age of the males, greater will be the level of trust on working women.

Table 1
Association between age of males and their level of trust on working women

Age of males (Years)	Trust on working women			Total
	Low	Medium	High	
25-35	17	7	7	31
	54.8%	22.6%	22.6%	100.0%
36-45	24	38	20	82
	29.3%	46.3%	24.4%	100.0%
56 and above	7	13	67	87
	8.0%	14.9%	77.0%	100.0%
Total	48	58	94	200
	24.0%	29.0%	47.0%	100.0%

Chi-square = 66.85 Level of significance= 0.05 d.f= 4 Chi square table value= 9.488

The above table no.1 indicates the association between age of males and their trust on working women. The calculated value of Chi-square (66.85) was equated with the table value of Chi-square (9.488). The computed value of Chi-square is larger than the table value of Chi-square. It indicates a positive association between the age of respondent males and the level of their trust on working women. Thus, the hypothesis "Higher the age of the males, greater will be the level of trust on working women" was accepted.

Hypothesis 2: Greater the level of education of males, greater will be the level of trust on working women.

Table 2
Association between level of education of males and their trust on working women

Level of education of males	Trust on working women.			Total
	Low	Medium	High	
Below 8 class	11 27.5%	24 60.0%	5 12.5%	40 100.0%
Middle-Intermediate	18 56.3%	9 28.1%	5 15.6%	32 100.0%
Graduation	9 10.6%	17 20.0%	59 69.4%	85 100.0%
Master or above	10 23.3%	8 18.6%	25 58.1%	43 100.0%
Total	48 24.0%	58 29.0%	94 47.0%	200 100.0%

Chi-square = 60.43 Level of significance= 0.05 d.f=6 Chi square table value= 12.592

The table no.2 shows the association between education of males and their trust on working women. The computed value of Chi-square (60.43) was equated with the table value of Chi-square (12.592). It shows that well qualified males had more trust on working women as compared to less educated respondents (Less than graduation). This indicates an association between the level of education of males and their level of trust on employed women. So the statement that greater the level of education of males, greater will be the level of trust on working women was accepted.

Hypothesis 3: Bigger the monthly salary of males, greater will be the level of their trust on working women.

Table 3
Association between the monthly salary of males and their trust on working women

Monthly salary of males (Rs.)	Level of trust on working women			Total
	Low	Medium	High	
Up to 15000	12 54.5%	8 36.4%	5 22.7%	22 100.0%
16000-30000	13 27.1%	21 37.5%	14 35.4%	48 100.0%
31000-45000	16 16.7%	21 21.9%	59 61.5%	96 100.0%
46000 and above	7 20.6%	11 32.4%	16 47.1%	34 100.0%

Total	48	58	94	200
	24.0%	29.0%	47.0%	100.0%

Chi-square = 21.57 Level of significance= 0.05 d.f. = 6 Chi-square table value=12.592

The above table no. 3 reveals the association between monthly salary of the household of males and the level of their trust on employed women. The evaluated value of Chi-square is associated with the table value of Chi-square. The evaluated value of Chi-square is greater. It means highly salaried males had more trust on earning women as compared to low salaried males of the society. Therefore, the statement bigger the monthly salary of males, greater will be the level of their trust on working women was accepted.

Hypothesis 4: Urban males will be having more trust on working women as compared to rural males

Table 4
Association between residence of males and their trust on working women

Residential area of males	Level of trust on working women			Total
	Low	Medium	High	
Urban	33	47	89	169
	19.5%	27.8%	52.7%	100.0%
Rural	15	11	5	31
	48.4%	45.2%	6.5%	100.0%
Total	48	58	94	200
	24.0%	29.0%	47.0%	100.0%

Chi-square = 23.32 Level of significance=.05 d.f. = 2 Table value of Chi-square= 5.991

The table no. 4 is presenting the association between residential area of the respondents and their level of trust on married working women. The computed value of Chi-square (23.32) was related with the table value of Chi-square (5.991). The computed value of Chi-square is found to be greater. This shows that there is association between the inhabited area of males and the level of their trust on employed women. It means urban people had more trust on working women as compared to rural people. So the hypothesis "Urban males will be having more trust on working women as compared to rural males" is accepted.

However the summary of above results is presented as below:

Table 5
Association between socio-economic characteristics of the males and the level of their trust on working women

Variables	Chi-square value	Df
Age	66.85	6
Level of education	60.43	6

Monthly salary of males (PKR)	21.57	6
Residential area	23.32	2

Dependent variable: Trust on women empowerment

The computed value of Chi square to check the relationship between the age of the males and the level of their trust was 66.85. It was compared with the table value and it was found that the computed value was greater than the table value i.e 12.59. It showed a highly important and strong association between age of males and their trust on working women. It means that old age males had more trust on working women as compared to young males.

Similarly the evaluated value of Chi-square to check the association between the level of schooling of males and their level of trust on working women was 60.43.it was compared with the table value. It was found that the computed value was greater than the table value which was 12.59. It showed a highly positive association between the level of education of males and the level of their trust for the earning women. It means well qualified males had more trust on working women as compared to less educated respondents (less than graduation).

In the same way the computed value of Chi-square to check the association between the monthly salary of males and the level of their trust on working women was 21.57. It was compared with the table value which was 12.59. It was found that the computed value was greater than the table value. It presented a extremely considerable association between the monthly salary of males and the level of their trust on working women. It means high household monthly income of the respondents had greater level of trust on married working women as compared to low household monthly salary of males.

At the end the computed value was compared with the fixed value of Chi Square to analyze the association between the inhabited area of males and the level of their trust. It was found that the evaluated value was greater than the table value. Therefore, it showed a highly significant association between the residential area of males and the level of their trust on working women. It means urban people had greater level of trust on working women as compared to rural people.

Conclusion and Recommendations

The concept of empowerment for the working women may be perceived in the context of the utilization of the money they earn on their own. Assuming that the earned money is consumed according to the preference of the earning female it may be said that the working women are autonomous with reference to the consumption of the money. This may be true but the composition of population in almost every society indicates that both of the genders are present equally. The roles of women are fixed as "caring and rearing" but the modernization of the society requires them to be productive in addition to be reproductive. Males of any society may be willing to take the benefits from the earning of women. The

question is to which extent the attitude of males is favorable towards the empowerment of married working women. The level of trust was taken as an indicator to measure the attitude of males. The association between the socio-economic characteristics of males and the level of trust was calculated. A statistical test was applied. The results showed that the males who were having higher age showed a higher level of trust towards the women who are doing paid work. The results also showed that higher the level of education of the respondents higher will be their level of trust. The association between the monthly incomes of the household of males was also calculated and it was seen that the higher the monthly salary of males higher will be their level of trust on working women. The results also showed that the association between the residential area of the respondents is also positive proving that the urban males have higher level of trust as an indicator to their attitude towards the empowerment of married working women.

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