

Analysis of Socio-Economic Conditions of Working Women and the Role of Built Environment to Enhance Quality of Life in Islamabad

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Abstract

This research study was conducted to study the socio-economic conditions of the working women who work in the industrial sector in Islamabad and its surroundings, along with the impacts of the built environment on improving their quality of life indoors. For evaluation of the research problem, the ten factories in the Industrial area of Islamabad were selected as a population. Out of them, 150 women workers were selected as a sample for this study. For data collection, questionnaires and interview schedules were used, and after collection, the raw data was analyzed, constructed in tabulated form and narrated for better understanding. The study demonstrates that 46.0% of respondents had 35 to 50 years of age recorded with 55.33% matric education level, 68.67% of them reported married group and 50.6% of them had up to 5 years of job experience with designation 55.33% of women workers recorded with supporting group (class four) which is followed by clerical (38.67%) and officer (6.0%). The data on the relation between machines and social life showed that machines had both kinds of impacts on women workers in industries. In some places, they think that they do not utilize their strengths. It was also concluded that the built indoor spaces and aspects of privacy in the work environment play a vital role in enhancing the spaces for privacy and enabling higher user satisfaction in the case of women in the workforce through the architectural design of these spaces.

Keywords: Industrial Area, Role of Women, Socio-economic Conditions, Architecture.

Introduction

One of the essential factors involved in women's economic achievement is the level of employment. On the employment front, great strides have been recorded in the case of women, especially within the professional and industrial sectors. The ladies' work involvement rate has a consistent enhancement in the unperceived segment both in the country area and the metropolitan zone (Sathar & Kazi, 2000). In factories, including cashew industries, coir industries, readymade garments and clock manufacturing, the employees predominantly seem to be women. Full employment for women, as well as other social equity issues, cannot be fully addressed by just seeking income-generating opportunities since there are other factors apart from extreme poverty that affect the value system of a community and, as a result, determine whether a woman will work or not. A further elaboration of research carried out in ten villages in Sathar and Kazi has established that only paid employment in agriculture other than households can enhance women's autonomy. However, certain areas where female labor force

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attachment rates were the highest corresponded with low rates of female labor force mobility and other quantitative measures of self-governance in the areas included mobility and decision-making in particular. The researchers' reason for this was that data on autonomy is sometimes counterintuitive because gender systems at the highest level of analysis must be considered part of the context through which women's opportunities to be autonomous should be viewed (Aly & Quisi, 2003).

From research, it is well understood that working women are favored and discriminated against at the level of recruitment. The majority of Indian men are still not willing to accept that women are capable enough to work hand in hand with men in all aspects other than being restricted to teaching, nursing and several clerical sectors (Cain, 2000). Islamabad is the capital of Pakistan, located 14 km northeast of Rawalpindi on the northeastern edge of the Potohar level of the area of Punjab. The present populace of Islamabad is around 0.9 million (1998 enumeration), and it covers an aggregate zone of 906.5 sq. km. Rawalpindi, which is an area central station, is arranged at around 275 km to the northwest of Lahore. The present populace of Rawalpindi is around 1.6 million, and the region is spread over a zone of 5,279 sq. km. The areas of Rawalpindi flank locale Chakwal arbitrary testing was problematic because of insufficient data about the professions of working women. Hence, the researcher had to use contact details of people who were known personally and were likely to know other professional and non-professional working women. The list of different professions to which the questionnaire would be administered and the possibility of reaching working women in the identified area were also determined. The sample comprised 100 working women in paid employment in one way or another, whether homemakers working within the home, women in regular jobs, or businesses in rural and urban areas. To use in the comparative study, 50 working women were selected from the urban and rural areas, the candidates working inside and outside the home (Qurashi, 2005).

Women empowerment is a universal concern that is connected to several aspects, such as socio-economic status, cultural background, different types of oppression, political systems, culture, socialization, and global situation. Based on this, any attempt to address issues to do with women's power requires political engagement and support from the base of political structures to the apex of it (Jeffery & Basu, 2000).

According to recent statistics, females make up a higher percentage than boys who are not enrolled in school. About 49% of the female and 40% of the boys the age of the elementary through high school level pupils do not attend school. There is concern about the rising inflation from the interest rate as well as the falling rupee, which has also deepened poor economic performance. Most of the economy involves activities such as farming, manufacturing, and the provision of services. All the main industries are covered, though the gender differences are conspicuous. Considering information presented in the 2017–2018 labor force survey, *women's refined activity rate* in the labor force was defined as 20. 1% from 22 to 0% in 2014–2015. What also came out clearly was the fact that women were employed more in rural areas than in cities, at 25. 6 %, than 23% (UN women, 2023). The labor force survey that was conducted in the years 2017/2018 established that 51. 9% of the female workforce can be classified as unpaid family workers; paid employees account for 28. 5% while 19. 5% can be described as self-employed. When undertaken by the labor force survey in the years 2017 and 2018, it was identified that 51. It was also found that 9% of the female labor force comprised of unpaid family workers. Then next is the paid employees, accounting for 28. 5% and self-employed workers at 19. 5%. Pakistan's LFPR for women is a meagre 21% as compared to the worldwide average of 39% (Moulabuksh et al., 2022). National estimates for women (grouped 15–64 year olds) show that women's refined LFPR is 26% while it is at 84% for men. According to the GG Index 2022, Pakistan is ranked 145 out of 146 countries. However, the LFPR of women has been improving over the past 20 years, amounting to 10 per cent, but at present, the progress

has slowed down. Pakistan also has lower economic engagement and prospects than other countries (Malik, 2019).

In Pakistan, there is no reasonable "sexual orientation change" in government motivation as it is full-time occupied with the war on dread. The essential elements of a framework to advance sexual orientation cooperation in administration incorporate better peace, nourishment security and arrangement of training and well-being offices, vitality, and city administrations at an absolute minimum. At that point, there are fundamental human rights and political rights, such as flexibility of articulation, political interest, modest and reasonable equity, and sanctuary. Be that as it may, in Pakistan, it is dependably activity re-plays as each succeeding government accuses its forerunners. In the vast majority of the circumstances, we have military tenets with the longest residencies. This framework has invalidated the prosperity of ladies because of a mix of financial ideal models we take after for a considerable length of time, the inner and outer security approaches we examine for quite a long time, profound established social partialities and tip-top catch of assets from the very beginning (Khattak, 2001). Working women, particularly in enterprise territory, likewise confront numerous issues at work. It is not feasible for them to work in late hours. The work environment does not have nurseries or day minds where the mother can keep their youngsters (Silliman, 2015).

At some point, the disposition of male associates is extremely embarrassing and one-sided with working women in the industry; it is viewed as those working women of this business zone procured to add shading to the workplace condition. Generally, in business regions, the absence of a working environment and social help from partners and bosses prompts non-attendance, low turnover and employment disappointment. Skilled experts should attempt to set up a strong and favorable workplace (Dyson & Moore, 2009). Women have been assuming essential roles in families for ages. Presently, women are likewise perceived for their incentive in the working environment and are occupied with an extensive variety of exercises of work notwithstanding their standard residential work (Macleod & Shin, 2015). Building a general public where women can inhale openly without dread of abuse, misuse, and segregation is a need of great importance to guarantee a superior future for the people to come. Hence, the study aimed to gain ample knowledge as well as explore the current body of knowledge through further exploration to identify the current challenges and issues faced by the women workforce in the urban context of study with a focus on their workplace and to highlight the critical socio-economic factors contributing to the current women's status in society, their concerns for safety as well as for security in their workplaces. It further aimed to address the gaps where the built environment role through the design of spaces and architecture could help improve the quality of life, freedom, and workspaces for women in the explored context.

In the context of Pakistan and allied developing countries, the works of architecture and the physical environment independently have contributed unconditionally towards the path of working women's emancipation. Nonetheless, a relatively homogenous demographic structure assigned to the nation's cultural differences, women's employment rate is shocking, with the female labor force participation rate in the last 20 years in the urban areas standing at approximately 10%. This statistic points to a fundamental reality that there is an urgent requirement for structural and social changes for the development of appropriate conditions for women (Hasan et al., 2021).

Infrastructure, as defined by the kind of architecture of cities, offices, and even factories, interferes with women in the sense that it makes it difficult for them to work and succeed. Thus, it can be stated that the problem of assuring the safety of women in the context of urban planning can significantly be resolved by providing constructions that will be safe and easily accessible to women if the infrastructure of a city is carefully designed with these parameters in mind. For instance, there is properly lit roads, safe means of transport, and nearby facilities can go a long way in decreasing the odds that a woman faces in her daily commuting to and

from work. It is especially important in Pakistan, where public sensibility and security threats reduce women's opportunities to work, preventing them from venturing out (Papadopoulou, 2024).

This is, however, accompanied by workplace architecture, which also has a pivotal role to play. When potential employers take into consideration the needs of women, such as childcare facilities, women-only washrooms, and specifically designed rooms for nursing mothers, women become more encouraged to join the workforce. Further, innovative designs of furniture and modular organizational structures improve work environments for women since they provide more comfort, better results, and work-life balance. One might not consider these latter aspects of architecture as major contributors to women's employment decisions, but they indeed play a critical and substantial role (Ceylan, 2020).

In addition, the status of women is not only a question of her emancipation and independence in the labor market but also a factor that may affect the development of the nation's socio-economy. In this way, women working contribute to the household incomes and enhance their families' quality of life by providing funds for children's education and health. Thus, this cycle of upliftment is helpful for entire communities and is a form of economic development. However, this potential has yet to be optimized for utilization in Pakistan as there are infrastructural barriers as well as societal ones. Education and skill development are very important factors in this calculation. It is widely known that employment status improves as the level of education increases. Focusing on the educational infrastructure and skills development specifically for women's employment in Pakistan, the possibility of women claiming better employment opportunities is high. Centrally located schools and training centers with good structures and safe environments to carry out such courses make more women attend training. Preparation for these positions makes them capable of taking various positions in the job market, from classical careers to modern careers, such as in the technological sector or even careers in entrepreneurship (Setola et al., 2019).

Cultural and social factors are also important in the chain of events. One is the societal culture towards women, which believes that working outside the home is not good. This can be achieved by the proper construction of buildings and the designing of cities and towns in a way that unsettles these conventional norms. For instance, facilities such as community centers, parks, and recreational centers that are friendly to women and secure would motivate women to come out and freely participate in society's activities, thus changing the perceptions gradually. Issues of policies and regulations on women's employment or women's promotion are also critical (Walker, 2006). To enhance women's rights, governments and organizations must enforce policies and guidelines that encourage equal employment opportunity, fair remuneration, and equal employment rights for women and girls in the workplace. In Pakistan, such policies could be supported by the physical layout of work environments in accordance with the above-stated policies that make women feel welcome with dignity (Doyle et al., 2019). As a result, technology and innovation in architecture and urban planning give the best hope. As such, smart cities that apply technology to boost the efficiency of the physical environment and public utilities will largely benefit working women by improving their quality of life. For example, applications that show updates on the availability of public transportation can make travelling safer and more comfortable. Likewise, applications that enable business workers to work from home can equally empower women since they can balance work and family (Harkema, 2023).

Research Methodology

The present study was conducted in the capital city of Islamabad and has intervened in its working women's industrial area of Islamabad. The industrial area was the present study area. The population of the present study consisted of working women in the industrial area of

Islamabad, which had ten factories in which women were working. Based on a review of the literature as well as the contextual limitations of cultural barriers, a convenient sampling technique was adopted. Fifteen working women were selected from each factory as a sample (10 X 15 =150); as such, the sample was 150 working women. Considering the nature of the investigation and the overall research goals, a structured interview schedule was used as an instrument for data collection. Raw data was later organized using MS Excel and analyzed using the computer software SPSS. The analysis part included percentages, mean, and standard deviation. Weighted scores were also explored and later discussed.

Results

Table 1: Frequency distribution of respondents regarding their demographic characteristic

Demographic characteristic	Frequency	Percentage
Age of the respondents in years		
18-25 years	46	30.67
26-33 years	69	46.0
Above 33 years	35	23.33
Respondents education level		
Illiterate	0	0.0
Primary	0	0.0
Matriculate	83	55.33
Graduation	41	27.33
Post graduate	26	17.34
Respondents marital status		
Married	103	68.67
Unmarried	47	31.33
Divorce	0	0.0
Respondents job experience in years		
Up to 5	76	50.67
6-10	29	19.33
Above 10	45	30.0
Respondents job status		
Officer /Manager	09	6.0
Clerical	58	38.67
Class four	83	55.33
Respondents monthly income		
10000-20000 Pakistani rupees	71	47.33
21000-40000 Pakistani rupees	60	40.0
Above 40000 Pakistani rupees	19	12.67

Demographic Characteristics

The demographic qualities under this research were age, education kind of residency and job experience etc. The data in regards to these statistic qualities gives a photo of provincial life as well as be utilized to discover their relationship with other ward factors of the examination. Research thinks about had uncovered that the demographic qualities had affect upon different elements like utilization of skill so the information gathering correlated to these angles appears to be very legitimate. Keeping in see the significance of these viewpoints the information relating to demographic qualities were gathered and displayed in table 1. In the research study,

age of the respondents was viewed as the years from birth to the season of information accumulation. The behavioral changes might be ascribed to the years go by a person. The youthful ones are considered as more permeable to the change with more introduction and utilization of skill in industries. The age factor mirrors its partiality with appropriation of rural developments through medium like "industries working". Age may have positive or negative relationship with different factors identified with media. Different contradicting sees escalate the significance of investigating the centrality of age with regards to utilizing their energetic skill.

The data regarding the demographic characteristics such as age of the respondents in years, respondent's educational level, respondent's marital status, respondent's job experience in years, respondent's job status and respondent's monthly income are reported in table 1. The age categorized in three groups which is young age, middle age and old age which showed that 46.0% (middle age) respondents had 35 to 50 years followed by young age (up to 35) women worker while less respondents recorded with above 50 years (old age). More than half (55.33%) of the respondents said that they only achieved matric education from regular educational institution whereas more than one fourth (27.33%) worker said that they are graduation followed by post graduate which recorded with less number (17.34%) in research area. In this research, education measured was the formal years of schooling. The education adds up towards simplifying the farmers to improve learning capability. The education has a suggestion with the achievement of data from industries area. All the above-mentioned aspects of education make this factor a valued one to be observed into in the background of the current study.

The marital status categorized in three groups such as married, unmarried and divorce the data further analyzed which showed that mostly (68.67%) respondents recoded in married group followed by less than one third (31.33%) were unmarried while no one recorded in divorce group. The job experience is important parameter in this section which is categorized in three groups while half of (50.67%) them had up to 5 years job experience followed by 30.0% respondents showed above 10 year experience in industries area. The less women worker recorded with 6 to 10 years' experience in their professional work. The number of years passed in industries profession was regarded as job experience. Industries worker is an institution within him and gets his knowledge flourished with the passage of time through experience. Learning through experience is a common factor in the industries. Job experience is one of the important determinants for the adoption of industries worker through proper contract. The designation of any respondents also plays a vital part for any institution where every person plays their role in industries area. In this section more than half (55.33%) of women worker recoded with supporting group (class four) which is followed by clerical (38.67%) and officer (6.0%). The monthly income (salary) showed that less than half (47.33%) of women worker getting 10000-20000 Pakistani rupees while 40.0% women worker said that they are receiving 21000-40000 Pakistani rupees whereas 12.67% respondents said that their industries are providing above 40000 Pakistani rupees to them as a monthly salary. The data regarding demographic characteristic showed that most of the workers were recorded with young age, matriculated worker, married women, up to 5 years job experience, class four as a designation and 10-20 thousand monthly salary receiving for their labor in industries.

Table 2: Frequency distribution of respondents regarding family data

Family information	Frequency	Percentage
Respondents family structure		
Nuclear	127	84.67
Joint	23	15.33
Respondents family members		
Two members	19	12.67
Four members	95	63.33
Six members	36	24.0
Respondents dependent person		
Up to 3	59	39.33
3 to 6	71	47.33
more than 6	20	13.34
Children getting education		
Yes	131	87.33
No	19	12.67
Respondents annual income		
Salary based	121	80.67
Other than salary	29	19.33
Respondents household monthly expenses		
10000 to 20000	57	38.0
21000 to 40000	93	62.0

Family Structure

The data regarding respondents family structure, respondents family members, respondents dependent person, children getting education and respondents annual income are reported in Table 2 which depict that most (84.67%) of respondents argued that they belong from nuclear family while less women worker said that they are living in joint family. Regarding family member the most of (63.33%) respondents have four member followed by six member (24.0%) while 12.67% said that they belong to two member family. The respondents argued about dependent person that less than half (47.33%) of worker have 4 to 6 dependent person which is followed by up to 3 person (39.33%) while less (13.34%) respondents said that they have more than 6 dependent person. The 87.33% children of women worker availing education while 80.67% respondents said that they only depending on their working based salary but 19.33% argued that they also availing income from other sources whereas regarding household monthly expenses the mostly (62.0%) respondents said their expenses reached 21 to 40 thousand per month.

Table 3: Percentage distribution of respondents is according to type of house

Living status	Frequency	Percentage
Respondents tenancy status		
Self	33	22.0
Rented	81	54.0
Joint	36	24.0
Respondents house conditions		
Well furnished	29	19.33
Semi Furnished	91	60.67
Not Furnished	30	20

Rooms in respondents house		
Two	52	34.67
Three	66	44
Five	32	21.33
Respondents house structure		
Single	86	57.33
Multi stores	64	42.67

Type of House

The data regarding worker house such as tenancy status, house conditions, house structure and rooms' in house are reported in table 3. The data regarding tenancy status showed more than half (54.0%) respondents said that they are living in rented house while 24.0% living in joint house but the 22.0 said that they have their own house (self). Regarding house conditions the 60.07% said that they living in semi furnished house and regarding rooms in house three (44%) rooms recorded from worker house while 57.33% respondents said that they are living in single store house but 42.67% also seen in multi stores house. Kind of residency is worried about the method for development of land. In this specific situation, three categories were viewed as rented, proprietor own house and joint. Rented of residency are the individuals who live on rent in any house. While proprietors of joint are those worker who develop their own house living with family. Self-house are the worker who develop the house claimed by them.

Table 4: Frequency distribution regarding machines and social life

Statements	Yes		No	
	Frequency	Percentage	Frequency	Percentage
People are becoming materialistic	14	9.33	136	90.67
Depending much on machinery	131	87.33	19	12.67
Community is becoming complex	5	3.34	145	96.6

Social Life

The data regarding relation of machines and social life is reported in table 4 which depict that almost (96.6%) respondents believed that machine creating community is becoming complex, (90.67%) women worker said that now they depending much on machinery while they also argued that it made people materialistic. The data of relation among machines and social life showed that machine had both kind of impact on women worker in industries in some place they think that they doesn't utilized their strengths.

Table 5: Percentage distribution of respondents regarding health and industries

Health industries	Yes		No	
	Frequency	Percentage	Frequency	Percentage
Health condition of labor	137	91.33	13	8.67
Industries provide medical leave	101	67.33	49	32.67
Industries provide medical facility	24	16.0	126	84.0
Job is reason of delay in marriage	104	69.33	46	30.67

Table 6: Percentage distribution of respondents regarding compensation

Compensation	Yes		No	
	Frequency	Percentage	Frequency	Percentage
You satisfied with salary	110	73.33	40	26.67
You receiving compensation on time	109	72.67	41	27.33
Get promotion with positive manner	107	71.33	43	28.67
Spend money according to your wish	109	72.67	41	27.33

Satisfaction Level for Working in Industries

The data regarding health facilities providing by industries are reported in table 5 which illustrated that most (91.33%) respondents narrated the health condition they believed that we are healthy and good condition while 67.33% said that their industries providing the medical leave but only 16.0% respondents said that the industries provide medical facility while 69.33% also said that their late marriage was occurred by their job. The data in table 6 reveal the salary given by industries which argued that 73.33% they are satisfied from their salary but 26.67% said that they never satisfied with active salary while 72.67% women worker recorded with receiving compensation on time and concluded that they getting their salary on time but another side 27.33% said that they never received their salary on time. Regarding spend money according to your wish the 72.67% said yes and 27.33% said no however 71.33% said that they get promotion with positive manner and 28.67% seen low satisfied with promotion.

Industries Environment

The working environment in industries area which depicts the positive and negative impact on women where 65.33% had wish to run their own business and they thinking for running a self-business while 74.0% also locking for another job for their self-respect but 62.67% said that in their institute they faced to sexual harassment. The more than half (56.0%) said that they pride on their job but 59.33% respondents also said that they faced to gender discrimination in work place and 58.0% said that they also faced to fighting environment at work place.

Table 7: Percentage distribution of respondents regarding industries environment

Environment	Yes		No	
	Frequency	Percentage	Frequency	Percentage
Pride on your job	84	56.0	66	44.0
Fighting at work place	87	58.0	63	42.0
Sexual harassment in work place	94	62.67	56	37.33
Comparable working environment	53	35.33	97	64.67
Gender discrimination in work place	89	59.33	61	40.67
Locking another job for self-respect	111	74.0	39	26.0
Thinking for running a self-business	98	65.33	52	34.67

Table 8: Percentage distribution of respondents regarding decision making

Decision making	Yes		No	
	Frequency	Percentage	Frequency	Percentage
Move freely	34	22.67	116	77.33
Attend ceremonies alone	64	42.67	86	57.33
Purchase anything for house	81	54.0	69	46.0
Family restrictions in joined industry	102	68.0	48	32.0

Decision Power

The information regarding decision making is reported in table 8 which showed the majority (77.33%) respondent said that they never take decision to move freely among in city, they (57.33%) also narrated that they never attend ceremonies alone but (42.67%) respondents said that they attend ceremonies alone every time while 68.0% family agree with the statement of restrictions in joined industry but 32.0% said that they never feel the restrictions. The more than half (54.0%) respondents thought that they freely take decision in purchase anything for their house but 46.0% said that they have no rights to take decision by their own self which mean they working in industries with family rules and regulated restriction. Therefore the data showed that mostly women could not take their decision by own.

Table 9: Percentage distribution of respondents regarding reason to joined industry

Reason to joined industry	Yes		No	
	Frequency	Percentage	Frequency	Percentage
Poverty	113	75.33	37	24.67
Lack of resources	131	87.33	19	12.67
You work in extra shifts	93	62.0	57	38.0

Table 10: Percentage distribution of respondents regarding social status and industry

Statement	Yes		No	
	Frequency	Percentage	Frequency	Percentage
Change social status	83	55.33	67	44.67
You received proper contract	107	71.33	43	28.67

Reasons for Joining Industries

The data regarding the reason to join the industry is reported in table 9, which showed that (87.33%) of respondents said that lack of resources is a basic reason to join the industry. 75.33% of women workers said that the reason for joining the industry was poverty, while 62.0% also said that they worked extra shifts to fill their gap in economic status.

Social Status and Industry

The data regarding the impact of industry on women workers' social status is reported in table 10, which depicts the majority (71.33%) of respondents received a proper contract with social way from which they changed (55.33%) their social status, but 28.67% said that they never received a proper contract and 44.67% illustrated that they never observe the impact of industry on women worker social status.

Discussion

Employment is considered to be an important indicator of women's achievement in the economic condition. In the professional and industrial sectors, the employment of women has increased rapidly. The work participation rate for women has steadily increased in the unrecognized sector, both in the rural and urban areas. In factories such as cashew industries, coir industries, readymade garments and clock manufacturing, the labor force is mainly women. Cultural variations have implications for their lives and opportunities. Some scholars have postulated that given those realities, policy-makers should consider how women interpret gender structures and systems in various parts of the country. Of the many intractable questions that have emerged in recent years, the question of how to define women's work will be touched on briefly. The irony, along with the importance and cultural expectations and ramifications for gender relations of women's work here, *purdah* will be underscored because it serves as a

convenient catchphrase for the local manifestation of gendered oppression or patriarchy (Sathar & Kazi, 2000). Added to this is the women's deliberation movement to protect and improve the lives of women (Kazi, 2000).

Like the above study, Qurashi (2005) also focused on the research concerning household women and men's perspectives on the paid work of women in Pakistan, stating that women could help access jobs for women if they wanted. For working women, however, the pressure of domestic chores had not reduced for them at all. Likewise, Kazi (2000) examined the fact that paid work is frowned upon in rural regions because it entails working outside the home. Hence, the poorer the females are, the more likely they are to engage in work as farm laborers and subsector agricultural laborers are among the lowest-paid groups in the rural sector. Low-wage work and Poverty, hence, are in a positive relationship in that poverty, therefore, is a key factor that compels women into taking low-wage jobs. Unfortunately, there is little data available that can be used to evaluate the impact of paid work on women's lives, especially whether it has promoted gender equality in the relations and the extent to which this process has occurred in the long run. A much more vivid picture can still be painted when continuing generation, gender or both comparative studies are conducted to establish differences and similarities between the first-generation women in work and the daughter's generation as they join the workforce. It should be possible to conduct such studies in Pakistan now and, with the help of the results presented in this paper, enhance the conditions of women in the rapidly expanding informal sector, as well as encourage them to do their best to raise healthier and more studied children.

These findings support the research carried out by Morgan and Niraula (2015) investigating Pakistani women who have much in common with their sisters in South Asia as conveyed in human development in South Asia. They are mostly motivated out of necessity, receive wages based on their gender, have low skills, and are paid low wages; they have the dual burden of working and performing childcare and domestic work. The preliminary study on home-based workers in Lahore revealed that women's work days had doubled. The total working hours that women invested in piecework were six hours a day and approximately 6-7 hours a day of housework. This was because men also appeared to be embarrassed to be told that the women in the household were working since the women highlighted this as part of the challenges they faced working. Aly and Quisi (2003) have found it noticeable that the pattern of women's engagement in income-generating economic activities has enhanced in almost all countries, including Pakistan. Therefore, contrary to the belief that the quantitative aspect of female participation in market production has uplifted a lot of women and given males and females equal opportunities and rights in the home and the labor market, this has not been the case. In the context of the changing global economic structure, female involvement in the growth of a country's economy is assuming critical value. This will be a big problem in the forthcoming century since bringing about the welfare of society can only be done if approaches or strategies for enhancing the socio-economic status of women are instituted. In this study, we expect to analyze the position of females within the labor market; we specifically aim to compare their earnings to those of males. From the data listed in the household, the earning disparity of males and females in 1993-94 was on a scale of 43 per cent.

In line with the findings above, Shahid (2008) conducted a study to determine the effects of Poverty on women in household households. It has been in the recent past that the issue of Poverty amongst households headed by women has become a questionable issue within the development debate. Data from most Third World countries, especially those in Latin America and Africa, have highlighted this group's revenue desperation and have forecasted a higher prevalence of female-headed households in developing societies. Kozel and Alderman (2010) have provided a detailed analysis regarding the determinants of work participation and labor supply decisions in the urban regions of Pakistan. OLS regression and the Tobit model are the

techniques that have been used to estimate the correlates. The discussion part of the study shows that women's work participation increases with the increase in expected earnings, wages and level of education. They further said that it is for those immigrant men that the following social and economic problems may arise from the integration period: loss of status and, at times, altered roles in the family context. This results in poor self-esteem and an inability to meet the roles that are expected of one in a social context as the head of the family and the breadwinner of the family. If stretched for long, it becomes a foundation for instances of low self-esteem, inferiority, anger, insecurity and frustration. Khan (2011) also stated that socioeconomic status and the size and composition of the household all influence the decision-making process of the household. Women cannot even make decisions, even if it involves their own lives. Likewise, they cannot enjoy another facility as men have. The dwindling flare-up of AIDS has made feminine beautification assume the role of men.

A study made by Malik et al. (2014) looked into factors that define women's participation, particularly in the labor force and in economic activities. He stated that the ages of females, their education and the number of family dependents are not correlated with the market time. Scenario 4 makes it quite clear that employed women's labor supply is positively and significantly affecting women's wage rate and the predicted wage rate of men. Azid et al. (2001) also investigated the various determinants of women's engagement in cottage industry in Pakistan. The overall aim of this research is to understand the economic actions of the women employees of the given business of embroidery.

Based on the analysis of the different variables and the application of hypothesis testing, the study has established that the number of children, the age of the females, education, and poverty status have a positive and significant influence on the female labor participation rate. According to Qureshi (2002), it is true that several agencies and individuals are involved in this regard here in Pakistan, but it is a big challenge. Hence, after my retirement, I have personally vested myself in this mission and cause. According to Qureshi's engagement with activities of the Pakistan Medical Association, surveys, and being a part of rural area camps, it was with the D S Welfare Society as a director-initiated NGO named Saharo Welfare Organization. It is now operating in rural areas and doing its level best to help or provide relief, etc., to the rural area women. Here, there are so many Agencies and Individuals motivating us and giving researchers and people technical, moral and financial support, but it is a big task, and hence, international community support is also deemed necessary.

Based on the above discussion, it was concluded through exploration of data and observational study carried out along with respondents' data collection that the built environment has a strong role to play in women's socioeconomic and intellectual growth through ample freedom to perform and establish their grounds in the physical settings of the workplaces. Architecture can contribute to wellness, physical and mental, and towards women's inclusion in the physical workforce through the inclusion of basic amenities like break rooms, separate toilets, prayer areas, and common rooms. The lack of even daycare facilities keeps the workforce deprived of young mothers who have the talent and margin of growth to contribute to the overall economic conditions of society and, specifically, to their own homes and families. These paces, though, will not occupy any major physical asset towards the organization. However, their presence will enhance workforce diversity and higher inclusion and improve the quality of outcomes and outputs through higher satisfaction of half of the workforce in the form of women.

Conclusion and Recommendations

In this study, about half (50.67%) had up to 5 years of job experience, followed by 30.0% of respondents who showed more than 10 years of experience in the industry area. The fewer women workers recorded with 6 to 10 years' experience in their professional work. More than half (55.33%) of women workers recorded with supporting group (class four), which is

followed by clerical (38.67%) and officer (6.0%). The monthly income (salary) showed that less than half (47.33%) of women workers get 10000-20000 Pakistani rupees, while 40.0% of women workers said that they are receiving 21000-40000 Pakistani rupees. The majority (84.67%) of respondents argued that they belong to a nuclear family, while fewer women workers said that they are living in a joint family. Most (63.33%) respondents have four members, followed by six members (24.0%), while 12.67% said that they belong to a two-member family.

In comparison, half (47.33%) of workers have 4 to 6 dependent people, which is followed by up to 3 people (39.33%), while fewer (13.34%) respondents said that they have more than six dependent persons. 87.33% of children of women workers availing education while 80.67% of respondents said that they only depended on their working salary while most (62.0%) respondents said their expenses reached 21 to 40 thousand per month. More than half (54.0%) of respondents said that they are living in rented house, while 24.0% living in joint houses but 22.0% recorded their own house (self), 60.07% living in semi furnished house, and regarding rooms in house three (44%) rooms recorded from worker house while 57.33% are living in single storehouse but 42.67% also seen in a multi-storey house. On the basis of the findings of this study, it is recommended that industries provide the opportunity for further education. Technical skills are also recorded with low ratios, so the industries must provide training to their worker. Health facilities recorded with low ratios are the industries that must provide health facilities and health insurance. Most workers belong to low-income families, so the government must provide the government with jobs. Most believe in their own business, so government must provide capital resources for their work.

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