

Short Communication

Level of Job Satisfaction Among Working Women in Textile Industries in Faisalabad–Pakistan

ASMA SHAFIQUE, SADIA SALIM, YASMEEN NAZLY AND ASHFAQUE AHMAD MANN
Department of Rural Sociology, University of Agriculture, Faisalabad–38040, Pakistan

ABSTRACT

This study investigates the association between the income of working women and their level of satisfaction with jobs. A total of 150 respondents including 22 from Sitara Textile, 58 from Masood Textile and 70 from Chenab Textile industries were selected purposively. The results showed that poverty was the main factor which compel the women to work in textile industries. Majority of the women workers were engaged in low-skilled and low-paid activities.

Key Words: Job satisfaction; Working women; Textile; Pakistan

INTRODUCTION

Working women are probably the most important for natural and national development. There is growing willingness among the developing countries to integrate women in various development programs and services, at both national and international levels. No society can progress unless women become a partner in almost all of national activities (Zia, 2000). The Swedish Sociologist, Gustar Geiger wrote “the position of women in the society provides an exact measure of the development of society” (Quoted by Joshi, 1995).

As far as the capabilities of women are concerned they are not less than men. While constituting 52% of the total population of Pakistan, despite of limited education and gender biases, women have been using whatever skills they have at their disposal to create merchandise to alleviate economic conditions. The need to survive has been forcing women to come forward with strategies to help themselves and their families (Bano, 2002). Chief motive which forced females to work is to supplement family income and to prepare dowry of their daughters (Rauf & Randhawa, 1992). So impelled by poverty and increasing male unemployment as well as increasing job opportunities more and more women are entering in paid work force (Khan, 2001). After agriculture; textile, leather, garments, wool, handicrafts and its connected home-based industries are major source of employment for women. It is evident from whatever angle one looks at that women play an important role in industry, although they are overlooked when enclosed within the four walls represented by the home, where they care for their children and husbands. In spite of all this they play an important role in industry directly or indirectly (Portocarrero, 1992).

According to this study working women are those, who are doing any kind of work in textile industries against

some kind of wages instead of cash. These women have to face a lot of problems inside and outside of their homes due to their jobs. In some of the large factories more than half of the work force consists of women. Majority of the women work on daily wages and on contracts. These women are working in worst conditions. They have to do more work but their wages are 40 to 50% lesser than those of male workers. Employing women have been a means of reducing costs and increasing profits (Manzoor, 2002). When women come out for work every one outside gazing at them, passing teasing remarks and even following them to their destinies, making the lives of this poor creature more difficult. While working in industries their companions never let them to take a sign of relief. Even their neighbors and their relatives do not think them good. In spite of all these obstacles women are working in industries (Yasmeen, 2002). Faisalabad is an industrial area particularly textile industry. In textile industries, mostly the women are engaged in clipping, sewing, pressing, final checking, packing and in administration. These women are engaged in low-paid activities. So, keeping in view that women are facing a lot of problems but receiving less income in return of their services the objectives of the study were as under:

1. To know about the monthly income of working women in textile industries
2. To measure the extent of job satisfaction
3. To see the association between the income of the respondents and their level of satisfaction with jobs

METHODOLOGY

A total of 150 respondents including 22 from Sitara Textile, 58 from Masood Textile and 70 from Chenab Textile industries were selected purposively. Questions were asked by the interviewer in face-to-face situation. Chi-square test was used for further analysis.

RESULTS AND DISCUSSION

It is evident from that more than a half 76.67% of the respondents reported that their monthly income was between Rs. 2001 to 3000, while 13.34% of the respondents had their income between Rs.3001 to 4000. Only 10% respondents had monthly income about Rs. 4001 and above.

It was noted that the income of the respondents depends upon the nature of work and most of the respondents are engaged in-low skilled and low paid activities.

It is evident from Table II that 17.34% of the respondents were dissatisfied with their jobs. More than a half (58.67%) of the respondents were satisfied to some extent while 24% of them were satisfied with their jobs to great extent. Results revealed that 76.01% of the respondents were not satisfied with their jobs.

Table I. Distribution of the respondents according to their monthly income

Monthly income	Frequency	Percentage
2001 to 3000	115	76.60
3001 to 4000	20	13.34
4001+	15	10.00
Total	150	100.00

Mean income= Rs. 2833.00

Table II. Distribution of the respondents according to their level of satisfaction with their jobs

Level of satisfaction	Frequency	Percentage
Not at all	26	17.34
To some extent	88	58.67
To great extent	36	24.00
Total	150	100.00

Table III. Association between the income of the respondents and their level of satisfaction with jobs

Level of satisfaction with jobs	Monthly income			Total
	2001-3000	3001-4000	4001+	
Not at all	16 (61.5%)	6 (23.1%)	4 (15.4%)	26 (17.3%)
To some extent	78 (88.6%)	5 (5.7%)	5 (5.7%)	88 (58.7%)
To great extent	21 (58.3%)	8 (22.2%)	7 (19.4%)	36 (24%)
Total	115 (76.7%)	19 (12.7%)	16 (10.7%)	150 (100%)

$\chi^2 = 17.401$; D.F. = 4; Significant

The results of chi-square indicate that there is significant association between the monthly income of the respondents and their level of satisfaction with jobs. So the hypothesis is accepted that "higher the income of the respondent, higher will be the level of satisfaction with their jobs".

CONCLUSION

Keeping in view the study findings, it can be concluded that the major factor, which compel women to work was poverty. Garments were the major sector which provides them job opportunities as clipping of clothes, sewing, final checking, packing and administration. A large number of the respondents (76.6%) had monthly income between Rs. 2001 to 3000 which was not sufficient to fulfill their needs. The female workers reported that they had to work for 8 to 10 hours, so they were not satisfied with their jobs and salaries. It can also be concluded that there is strong association between the income of the respondents and their level of satisfaction with the jobs.

REFERENCES

- Banoo, S., 2002. Her report on *Women's Bank Promoting Women Entrepreneurs with New Goals Insight*, www.you(womenmagzine). The News. International
- Joshi, S., 1995. *A Sociological Study of Women Workers at Grass Root Level*. p: 3. Published by S.B. Nangia Delhi
- Khan, F., 2001. *Background of Industries Surveyed*. p: 2. Sponsored by Pakistan Institute of labor education and research and sustainable development policy institute
- Manzoor, R., 2002. An article on *The Role of Women in the Trade Unions and Struggle of the PTUDC in Lahore* www.ptudc.org/new/womenunins
- Pertocarrero, P., 1992. *Women facing industrialization challenges and prospects*. p: 77. Sponsored by United Nations Industrial development organization
- Rauf, A. and A. Randhawa, 1992. *The Socio-economic Status of Women Industrial by Women Division, Govt. of Pak. Islamabad*
- Yasmeen, S., 2002. A Study of the Problems of Working Women in Export Garments Factories. *M.Sc. Thesis* Department Rural Sociology University Agriculture, Faisalabad-Pakistan
- Zia, Q., 2000. Role of Rural Skilled and Unskilled factory working women in the rural economy. *M.Sc Thesis* Department Rural Sociology University Agriculture Faisalabad-Pakistan

(Received 28 November 2003; Accepted 12 March 2004)