

Attitude of Men Folk towards Participation of Married Women in Public Sphere in Pakhtun Society

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ABSTRACT This paper aimed to investigate the attitude of men folk and participation of women in public sphere in Pukhtoon society. The study was quantitative in nature and a well thought interview schedule was used as a tool of data collection. The data was collected from the sample size of 384 respondents. The study found that the attitude of men folk significantly ($P \leq 0.05$) associated with employed spouses share family expenses collectively, joblessness situation of husband influence his attitude towards his wife, husband shows authoritative behavior to control the status of wife, higher involvement of husbands in private sphere effects their relation, working wife is expected to be submissive, and clear roles have assigned to the husband and wife according to their culture. Furthermore, spurious relationship was found between women participation in public sphere and men folk on the basis of age, level of education and nature of job.

INTRODUCTION

Family is a basic social entity striving for the betterment of its members. It serves as a tool of division of labor, where a set of responsibilities is associated with the members and results in the economically productive relationship between husband and wife. Roles and responsibilities of husband and wife are the reflection of the prevalent social structure. Social structure guides the relationship of the people. Family structure influences the attitude of husband and wife which define the roles and responsibilities of spouses (Yusuf and Hasnidar 2020).

Variations are found in the family's structure in respect to time and place. It is not necessary that there would be same set of roles and responsibilities in family even at the same locality and at the same time. Similarly, attitude of husband about the roles and responsibilities of spouse varies in different family structures ranging from patriarchal to egalitarian types of families (Kazmi 2005; Buffel et al. 2019). This attitude of husband in patriarchal family affects the career and working status of spouse as she has to decide about her job and career on the directives of her husband. Disputes in the family tend to evolve because of the conservative attitude of husband towards the working status of spouse. However, in socially democratic kind of family, wives decide about their jobs and careers based on mutual consensus of spouses (Khan 2004; Rao 2020). Pakistani society is male dominant, where women have rare opportunities to flourish their potentials. This patriarchal

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structure leads to the derogatory position of women in society.

Studies have been conducted such as by Noor and Zainuddin (2011) on the predicament of employed women, their contributions to the family and disputes, which are aroused due to women employment (Desai et al. 2014). The participation of working women in the paid work to support their families draws the attention of social change to society. The involvement of women in the labor force has noticeably increased in the global world. However, spouse involvement in the work creates psycho-social problems for them (Pateman 1992; Rao 2020).

Equal division of domestic activities is expected from working women. Working class women have a tendency to work evenly to sustain different matters of family, including socialization of children and to bear the financial burden of family (Desai et al. 2014; Ullah and Shah 2018). Consequently, various researches attest women's employments provide more than just a division of labor. Working women support their husbands actively which have converse effects on their family life; their daily habit changes, and are not able to give proper timing to family. Adjustments in standard working spouses' roles, as indicated by (Amato 2000) involve a relative loss of command for husbands. Husbands could not adjust themselves with their working wives (Hagestad 2018). Hawkins et al. (1980) dig out that husbands want their wives to amalgamate in a more conventional and traditional way. In patriarchal structure, it is considered a kind of social humiliation, when wives are dominating because of the earnings. Furthermore, husbands desire less oral interaction. If one glosses over problems joint meanings can never be revealed. On the other side, wives desire for less controlling communication behavior from their husbands. Controlling behavior sometimes expressed; when emotions are running lofty and negative, so just what is the matter may not be clear (Yusuf and Hasnidar 2020).

However, the negative attitude of husbands towards the working status of women can result in the breaking and dissolution of family institution. It is necessary to study the family life of working women and their relation with husbands in nuclear families. This study is confined to dig out the negative aspect of family lives of the two spouses and the hurdles they faces. This research

study also owes to find the best possible way to inculcate the problems of working wives and to tackle with them.

Working Spouses Attitudes about Working Responsibilities

Traditionally, family and work spheres have been gendered, as husbands have conventionally been the bread winners and wives have been controlling the family and home. Even wives have started to take part more in the labor force (Bureau of Labor Statistics 2012), many people go on to endorse conventional gender roles (Thompson 1993; Belsky and Kelly 1994; Erickson 2005; Sayer et al. 2009; Hochschild and Machung 2012). Gender orientation part introduction indicated to an attitudinal acknowledgment with a gendered part and the level of recognition with part desires, with conventional esteems and correspondence at the contrary finishes of the unendingness (Livingston and Judge 2008; Hochschild and Machung 2012).

Conventional arrangements of sexual orientation parts that spouses ought to be satisfy private or family parts and husbands need to satisfy open or breadwinning parts. Ordinarieness is a mentality in which guys are anticipated to have objectives surface with work centrum though females are relied upon to fix up themselves with family midpoint (Fortin 2005). Females are along these lines liable to exceed in social exercises though guys are proposed to exceed expectations in undertaking focused exercises (Wesselmann et al. 2009). In contrast, equality is a state of mind in which gender is not linked with role centrality, such that males and females can seek equal roles (Gerson 2004; Bailyn 2004; Maume 2006). Inside representatives' close to home lives, these sex part introductions partner to the division of work that separate conventional relational unions, in which the spouse isn't working, and double worker relational unions, in which the couple both work and offer obligation regarding the family's prosperity (Pateman 1992; Desai et al. 2014; Rao 2020).

The sexual orientation parts that present in a spouse's private life could influence his conduct and states of mind toward wives. As per open frameworks hypothesis, associations are usually reliant with their surroundings, and along these

lines home condition can shape how we act at function (Kahn et al. 1964; Katz and Kahn 1978; Gutek and Cohen 1987). Specifically, the hypothesis addresses the supposition that associations are the prime performing artists deciding representatives' work environment practices and states of mind, and as an option proposes that authoritative and expert concerns may possibly have their root in the profoundly individual.

Other thought from open frameworks hypothesis, the overflow speculation (Staines 1980), built up a portion of the methods through which home conditions shape how we carry on at function. It additionally proposes that the mentalities, contemplations, and feelings created at home may persist to the working environment (Edwards and Rothbard 2000; Desai et al. 2014). This perspective carry into line with inquire about that has uncovered that individuals frequently convey their attitudinal and passionate accessories to the working environment (Brief 1998), that is, religious personality, rising up out of the home, can control the conduct of people in associations in an alternate ways (Chan-Serafin et al. 2013; Weaver and Stansbury 2014). Adequately, Clark (2000) described representatives as day by day 'out-skirt crossers between the spaces of family and work. In this way, when depicting a photo as an open framework, an association is presenting to the impact of structures outside it and manners inside an association are corresponded to mentalities outside it. Rely upon this open frameworks viewpoint, suspicions about sexual orientation parts inside a marriage should allude to desires concerning sex parts inside an association.

Various research works caught how social structures plot individuals' practices and considerations, and in this way how social structures at home could connection to states of mind at working environment. Status development hypothesis (Ridgeway 2011) urges that regular relational co-operations make conceivable the advancement of gathering based status convictions through an arrangement of procedures that are capable of making general status convictions and scattering them broadly in the general population (Brashears 2008). These collaborations occur after gatherings have effectively isolated themselves in light of sex, and subsequently in regular relational unions, the perceptions of males and females will be over and again compared (Ridgeway 2011)

with one gathering observed to acquire more cash and conveying higher status in the outside world. These perceptions will then blueprint the desires that both the life partners frame about their applicable gatherings, guys and females and their succeeding evaluations of their relative impact, skill and regard. Ridgeway (2006) meant to social settings that are created with power and status contrasts as the settings in which these desires are manufactured. Marriage isn't a social setting as such, yet it is unified with status and power contrasts between members. In light of status development hypothesis, spouses who see their wives at home to be in bring down status parts will likewise probably watch wives by and large as having lower status than husbands, which has the ability to determent their dispositions toward ladies in the workplace.

Social part hypothesis likewise decide to understanding the effect of social structures at home on sexual orientation belief system at work environment (Eagly and Wood 2011). Murdock and Provost (1973) conducted an Anthropological research that shows the division of labor in a society is mostly sex typed but that the particular distribution of duties among males and females changes considerably across the societies based on a diversity of factors unique to their geography and culture (Gneezy et al. 2009; Eagly and Wood 2011). Additionally, from this biosocial point of view, sex philosophy uncovers the fit among the exercises that yield status inside a general public and the natural specialization of the genders. For example, a male prevailing society approaches when the exercises producing status in that society strife with the conceptive exercises of ladies. Male dominance, as a sexual orientation belief system, is neither foreordained nor all inclusive; it creates from the social structures of that specific culture. Social part hypothesis in this way builds up the possibility that the division of work amongst guys and females that may exist in a home structures the viewpoints outside of the local circles about the relative status held by guys versus females.

A finding on homo-social multiplication (Swidler 2000) additionally affirms the possibility that social structures decide how individuals think and carry on. This hypothesis establishes that trust between chiefs is not kidding. At the point when leaders collaborate with similar people day

by day, trust rises all the more effectively, while widen the administrative positions requires more exertion in surveying unwavering quality and building up confiding seeing someone. In this manner the administrative positions hold on homogenous, fundamentally reproducing similarly. This auxiliary result coordinates to an inevitable forecast in which the directors see those dissimilar to themselves as less dependable (Yusuf and Hasnidar 2020). Consequently social structures convert into wellsprings of energy and opportunity and sex are for the most part arranging systems that record for the administrative arrangement of people (Kanter 1976). Despite the fact that the social structure said in this hypothesis is established more comprehensively in the public eye as opposed to in the home, in any case it offers wide help for how social structures may impact hierarchical results and procedures (Yusuf and Hasnidar 2020).

Statement of the Problem

Marriage is considered the foundation of every society all across the globe. Both husband and wife have responsibilities to each as a happy life and marriage is truly a bit of Heaven on this earth. Helping, loving and respecting each other, faithfulness, being patient and caring for each others are the soul qualities of happy married other. The prophet Muhammad (S.A.W.) tells that the way a husband treats his wife imitates a Muslim's best character, which in fact is an imitation of one's faith. In the Holy Quran Kareem it is clearly mentioned that women have rights over husbands (living expenses) while husbands have rights over their wives (respect and obedience). Fulfilling these rights will definitely lead to a good and happy life. The current study focuses on the role and responsibilities of husband and wife in the social structure of Pakhtun society.

Objectives of the Study

To know about the attitudes of men folk towards women participation in public with reference to Pukhtoon society.

RESEARCH METHODOLOGY

Research methodology is considered an essential part of any research activity. It furthers

contains sub processes which leads to the accuracy and precision of the study. This chapter contains mainly the methodology and procedure which the researchers adopted during this study; it involves conceptual frame work, universe of the study, sample size, tools of data collection and methodology for data analysis. The detail of the methodology is as below:

Research Design

The nature of this study was mainly focus on the problems associated with educated working wives. The researchers used quantitative research study, as it suits the current study in a best way. Quantitative research method was used as a research methodology under the positivist paradigm of research philosophy in which the reality is fixed such as to gather the information through questionnaire. Quantitative research bases on get-together numerical data and summing it up transversely finished social affairs of people or to elucidate a particular ponder (Babbie 2010).

Universe of the Study

Universe of the study indicates the territorial limits within which the researchers conducted this research and in case universe of the study is not specified, it would become boundless and thus difficult to manage (Creswell 2007). This research study was conducted in two Tehsils of District Malakand. It is passing through the transition stage, where the said phenomenon is occurring gradually. The number of educated working women increase in the area and it also speed up the problems related to domestic activities and the paid work. A lot of stress is created among the spouses because of the dual roles (Jan 2014).

Sampling Techniques and Sample Size

Sampling techniques for data collection is one of the important steps in research. The researchers used simple random sampling as a technique of sampling procedure for the selection of the respondents in this study. Simple random sampling was used because it is a type of probability sampling in which the population is known to the researchers. This technique was employed because data was only collected from the respon-

dents' working outside the house for earning purposes. For this purpose the researchers used Sekaran and Bougie (2016) procedure for sample size.

The process of selecting observation is called sampling. Sampling means any procedure for selecting units of observation, for example, interviewing every tenth passerby on a busy street (Babbie 2013). The total population of Universe was 233556, through Sekaran Sampling table (2010), 384 out of 233556 respondents were selected from the population for the said study in order to obtain reliable data from them (Pakistan Bureau of Statistics [PBS] 2016). The respondents were selected because they were willing to give information and they wanted to share their thoughts. Those respondents were excluded from gathering information that did not show their consent and were not wanted to share their thoughts and experiences and were subjected to fear for giving responds.

Sampling Frame

The distribution of the sample respondents in the two Tehsils of District Malakand, that is, Tehsil Batkhela and Tehsil Thana are on the basis of proportion allocation method (Chaudhry and Kamal 1996) where the total population of Tehsil Batkhela was 129077 and the total population of Tehsil Thana was 104479.

Table 1: Sample wise breakup respondents

<i>Tehsil</i>	<i>Population</i>	<i>Sample size</i>
Batkhela	129077	212
Thana	104479	172
Total	233556	384

Tool of Data Collection

Questionnaire is a set of questions arranged in such a manner that information on variables can be collected. The respondent is free to responds the questions as he/she likes. The respondent is morally bound to reply correctly (Creswell 2007). The data was collected from educated respondents; therefore, the researchers used the structured questionnaire as mentioned by Likert (1932) tool of data collection for this study.

The researchers developed a well thought questionnaire cover all aspects of the study.

Data Collection Process

Data collection in research is one of the toughest tasks, especially data gathering from female respondents in *Pakhtun* Patriarchal setup. The researchers went through ethical considerations and collected data from the respondents. Firstly, the researchers identified the respondents and then asked for their consent to gather information from them. The seclusion was observed and data was carefully collected and assured the respondents not to disclose their identity. Further, the researchers were limited to their research questions and asked relevant questions.

Data Analysis

Data analysis was carried out by using computer software, SPSS (Statistical Package for Social Sciences). The collected data was tabulated and analyzed through percentage and frequency with the help of SPSS. As data was analyzed on different variables mentioned with the name of codes in the analysis. The researchers categorized the empirical data with different numeral codes. Moreover, chi-square test was used to see the association between independent and dependent variables.

Bi-variate and Multivariate Analysis

For measuring the association between the independent and dependent variable at the bi-variate and multivariate levels, the independent variable and dependent variables were indexed. To ascertain the strength of association between dependent and independent variables, the statistical technique for bi-variate was used. Chi-square test was used to test the association between dependent and independent variables. At multi-variate level measurement of association between variables Chi-Square test was applied, the tau-b test was used to assess that either variation in study variables is affected by the control variables (age, level of education and nature of job) or not.

Ethical Consideration

Lincoln and Denzin (2000), expressed that research ethics deals with the kind of relationships established between the researchers and the sampled population which they have to study during their research, general moral principles in research incorporate the informed consent, minimize risks associated with research, confidentiality of respondents' views and identity.

As the researchers conducted this research in *Pakhtun* society, so it was obliged for the researchers to respect the cultural values of *Pakhtun* society. The researchers first explained the purpose of the study to the respondents and ensured them, not to disclose the confidentiality of their opinion. During the collection of data the researchers were limited to the research questions only and the researchers asked relevant questions from the respondents, if the need of prompt and probing was felt during data collection.

The targeted respondents were based on educated working women. Before data collection

from the targeted respondents, the researchers took their prior confidence while following cultural and ethical consideration.

This chapter is comprises of research methodology, the tools used in the research, sampling techniques and sample size, limitation of the study, ethical consideration, data collection and finally the data analysis.

RESULTS AND DISCUSSION

The Association between Married Women Participation and Men Folk in Pukhtoon Society

Table 2 indicates the association between attitudes of men folk with instrumental role. A significance association ($p=0.035$) was developed with working spouses share family expenses collectively. It is stated that from the statement that working women are not sharing family expenses with their husbands as they sometimes save money for future activities. These findings are supported by Basu (2006). In dual earner marriages where husbands and wives both work and share

Table 2: The association between married women participation and men folk in Pukhtoon

Statement		Instrumental roles			Total	Statistics
		Agree	Disagree	Don't know		
Working spouses share family expenses collectively.	Agree	122 (31.8)	198 (51.6)	00(0.0)	320 (63.3)	(p=0.000) ($\chi^2=71.214$)
	Disagree	31 (8.1)	25 (6.5)	00(0.0)	56 (14.6)	
	Don't	02 (0.5)	06 (1.6)	00(0.0)	08 (2.1)	
	Total	155 (40.4)	229 (59.6)	00(0.0)	384 (100)	
Joblessness situation of husband influence his attitude toward working wife.	Agree	121 (31.5)	150 (39.1)	00(0.0)	271 (70.6)	(p=0.006) ($\chi^2=10.09$)
	Disagree	26 (6.8)	71 (18.5)	00(0.0)	97 (25.3)	
	Don't	08 (2.1)	08 (2.1)	00(0.0)	16 (4.2)	
	Total	155 (40.4)	229 (59.6)	00(0.0)	384 (100)	
Husband shows authoritative behavior to control the working status of wife.	Agree	23 (6.0)	71 (18.5)	00(0.0)	94 (24.5)	(p=0.000) ($\chi^2=13.06$)
	Disagree	132 (34.4)	158 (41.1)	00(0.0)	290 (75.5)	
	Don't	00 (0.0)	00 (0.0)	00(0.0)	00 (0.0)	
	Total	155 (40.4)	229 (59.6)	00(0.0)	384 (100)	
The higher involvement of husbands in outside household activities effects their relation with working wives.	Agree	40 (10.4)	45 (11.7)	00(0.0)	85 (22.1)	(p=0.000) ($\chi^2=30.44$)
	Disagree	87 (22.7)	177 (46.1)	00(0.0)	264 (68.8)	
	Don't	28 (7.3)	07 (1.8)	00(0.0)	35 (9.1)	
	Total	155 (40.4)	229 (59.6)	00(0.0)	384 (100)	
Working wife is expected to be submissive according to the status of husband only in family.	Agree	16 (4.2)	13 (3.4)	00(0.0)	29 (7.6)	(p=0.025) ($\chi^2=07.40$)
	Disagree	139 (36.2)	209 (54.4)	00(0.0)	348 (90.6)	
	Don't	00 (0.0)	07 (1.8)	00(0.0)	07 (1.8)	
	Total	155 (40.4)	229 (59.6)	00(0.0)	384 (100)	
There are clear roles assigned to perform in home for both, husband and wife.	Agree	144 (37.5)	217 (56.5)	00(0.0)	361 (94.0)	(p=0.235) ($\chi^2=02.89$)
	Disagree	06 (1.6)	10 (2.6)	00(0.0)	16 (4.2)	
	Don't	05 (1.3)	02 (0.5)	00(0.0)	07 (1.8)	
	Total	155 (40.4)	229 (59.6)	00(0.0)	384 (100)	

financial responsibilities for the family's well-being that ultimately leads to the women empowerment (Buffel et al. 2017). The involvement of women in the labor force has noticeably increased in the global world and the agent of family contributor. However, spouse involvement in the work creates family disputes based on child socialization and other household activities (Pateman 1992; Ullah and Shah 2018; Rao 2020).

Moreover, a significance association ($p=0.006$) was originated with joblessness situation of husband influence his attitude toward working wife. This further elaborates that paid wives have the tendency to control household activities where the husbands are paid less. Working women want to overcome jobless husbands and take decisions regarding their familial affairs. In subsequent, a high significance association ($p=0.000$) was found with husband shows authoritative behavior to control the working status of wife. It is stated from the above statement that husbands in the prevalent setup of *Pakhtun* society shows authoritative behavior to control the working status of wives. Sullivan and Coltrane (2008) validated that in most of the cultural setups, males are not only encourage for violence but also hand round to lure women in violent relationship by teaching them that violence is deserved and normal (Buffel et al. 2017).

Furthermore, a high significance association ($p=0.000$) was existed with the higher involvement of husbands in outside household activities effects their relation with working wives. It is because that when husband continuously interfere in the household activities create problems and thus it leads to disputes in the family (Rao et al. 2020).

Similarly, a significance association ($p=0.025$) was disclosed with working wife is expected to be submissive according to the status of husband.

It is stated from the statement that working women may treat the same as their husbands. They don't have their own identity in the family and are identified by the status of husbands. Sullivan and Coltrane (2008) bring to light that it is considered both the obligation and right for men to physically chastise their wives. It is further confirmed that women are taught to be obedient and submissive to their partners and men have to capacity to control the behavior of their wives (Suzuki and Honjo 2020).

Moreover, a non-significance association ($p=0.235$) was discovered with there are clear roles assigned to perform in home for both, husband and wife. It is not necessarily that due to the working status of women they are not able to work properly within homes that why they have clash in between them.

Association between Women Participation in Public Sphere and Men Folk (Controlling Age of the Respondents)

Results in Table 3 revealed that the association of women participation in public sphere on men folk in the context of respondents age was non-significant ($P=0.250$) and positive ($T^b=0.382$) in above mentioned variables for respondents belonged to age group of 20-30 years. The association of women participation in public sphere and men folk in the context of respondents age was non-significant ($P=0.831$) and positive ($T^b=0.027$) in aforementioned variables for respondents belonged to age group 31-40 years. Furthermore, the association of the above said variables was significant ($P=0.009$) and positive ($\gamma=0.172$) for respondents from age group 41-50 years. Value of level of significance and T^b for entire table show a highly significant ($P=0.023$) and positive association ($T^b=0.120$) between

Table 3: Association between women participation in public sphere and men folk (controlling age of the respondents)

Age	Independent variable	Dependent variable	Statistics χ^2 (P-Value) and T^b	Level of significance for entire table
20-30 years	Women participation in public sphere	Men folk	$\chi^2= 59.952$ (0.250) $T^b = 0.381$	$\chi^2=5.552$ (0.023) $T^b = 0.120$
31-40 years	Women participation in public sphere	Men folk	$\chi^2= 0.80$ (0.831) $T^b = 0.027$	
41-50 years	Women participation in public sphere	Men folk	$\chi^2= 7.545$ (0.009) $T^b = 0.172$	

women participation in public sphere and men folk based on the age of the respondents. The Kendal T^b values and chi square significance values showed that the effects of women participation in public sphere and men folk were spurious while controlling age of the respondents. The results highlighted that women participation in public sphere effect the men folk belonging to age group of 20-30 as compared to other age group that is, 31-40 year and 41-50 year of age group.

Association between Women Participation in Public Sphere and Men Folk (Controlling Level of Education of the Respondents)

Results in Table 4 depicted that the association of women participation in public sphere on men folk in the context of respondents level of education was non-significant ($P=0.111$) and positive ($T^b=0.201$) in above mentioned variables for respondents having graduate level of education. The association of women participation in public sphere and men folk in the context of respondents level of education was significant ($P=0.041$) and positive ($T^b=0.132$) in aforementioned variables for respondents having post-graduation qualification. Furthermore, the association of the

above said variables was non-significant ($P=0.100$) and positive ($\gamma=0.013$) for respondents having higher level of education. Value of level of significance and Tau-b for entire table show a significant ($P=0.023$) and positive association ($T^b=0.120$) between women participation in public sphere and men folk based on the level of education of the respondents. It was depicted from Kendal T^b values and chi square significance values that the effects of women participation in public sphere and men folk were spurious while controlling level of education. The results show that women participation in public sphere influenced the men folk with qualification of post-graduation level.

Association between Women Participation in Public Sphere and Men Folk (Controlling Nature of Job of the Respondents)

Results in Table 5 showed that the association of women participation in public sphere on men folk in the context of respondents nature of job was non-significant ($P=0.588$) and positive ($T^b=0.074$) in above mentioned variables for respondents having private job. The association of women participation in public sphere and men folk in the context of respondents nature of job

Table 4: Association between women participation in public sphere and men folk (controlling level of education of the respondents)

Level of education	Independent variable	Dependent variable	Statistics χ^2 , (P-Value) and T^b	Level of significance for entire table
Graduate	Women participation in public sphere	Men folk	$\chi^2= 3.522$ (0.111) $T^b = 0.201$	$\chi^2=5.552$ (0.023) $T^b = 0.120$
Post Graduate	Women participation in public sphere	Men folk	$\chi^2= 4.361$ (0.041) $T^b = 0.132$	
Higher	Women participation in public sphere	Men folk	$\chi^2= 0.008$ (0.117) $T^b = 0.013$	

Table 5: Association between women participation in public sphere and men folk (controlling nature of job of the respondents)

Naure of job	Independent variable	Dependent variable	Statistics χ^2 , (P-Value) and γ	Level of significance for entire table
Graduate	Women participation in public sphere	Men folk	$\chi^2= 3.522$ (0.111)	$\chi^2=5.552$ (0.023) $T^b = 0.120$
Private	Women participation in public sphere	Men folk	$\chi^2= 0.575$ (0.588) $T^b = 0.074$	
Semi-government	Women participation in public sphere	Men folk	$\chi^2=15.882$ (0.000) $T^b = 0.309$	
Government	Women participation in public sphere	Men folk	$\chi^2= 1.599$ (0.227) $T^b = 0.117$	

was significant ($P=0.000$) and positive ($T^b=0.309$) in aforementioned variables for respondents having semi-government job. Furthermore, the association of the above said variables was non-significant ($P=0.227$) and positive ($\gamma=0.117$) for respondents government job. Value of level of significance and Tau-b for entire table show a significant ($P=0.023$) and positive association ($T^b=0.120$) between women participation in public sphere and men folk based on the nature of job of the respondents. It was depicted from Kendal T^b values and chi square significance values that the effects of women participation in public sphere and men folk were spurious while controlling nature of job. The results show that women participation in public sphere slightly influenced the men folk with the semi-government job.

CONCLUSION

It is concluded from the study that Pakistani society in general and the *Pakhtun* society in particular, remains a male-dominated society where working wives face a lot of problems. On one side, they act as a mother while on the other hand; they act as a house caretaker which means they play dual roles responsibilities. Their husbands show authoritative behavior to control their working status which further affects their relationship with each other. Furthermore, various categories of the respondents on the basis of their age, level of education and nature of job while indexing both independent and dependent variables indicated spurious relationship of women participation in public sphere with men folk. It is concluded that participation of women in public sphere effect the men folk more positively for women belonging to age group of 20-30 and with qualification of post-graduation and it slightly influenced men folk for women having semi-government job.

RECOMMENDATIONS

Women must be encouraged to play positive and progressive role in public sphere of life. Husbands must cooperate and support their working wives in provision of equal opportunities, power, and status inside family affairs as well as at workplace. Educational and employment opportunities should be provided to the married and unmarried women by the government and non-governmental organization on equity basis.

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