

A Study to Analyses the Effects of Emotional Abuse against Working Women in Punjab Pakistan

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Abstract

Women in Pakistan are facing various forms of violence, discrimination and inequality in almost every aspect of life. Violence against women in many fields is often not conceived as a violation of human rights but rather as a normal aspect of lives of Pakistani people. They live in an atmosphere of fear, and their lives are guaranteed in exchange for obedience to social norms and traditions. Because of this fear and sense of being inferior, imposed by the traditional thoughts of a male dominated society, women are suffering immensely especially in their homes. Therefore, the present study is to analyses the effects of emotional abuse against working women in Punjab, Pakistan. A cross sectional study was carried out both in private and public departments. Multistage sampling technique was used for the collection of data. A sample of 300 respondents was taken from 8 districts of two divisions of Punjab Faisalabad and

Sargodha from both public and private sectors. The study has found that the female who are doing jobs in government sector were facing more emotional abuse as compared to public sector. The finding of the study 20.7% were government employee and 29% were private employee. 32.3% females feel lot of care and 57.7% feel it to some extent regarding male colleague comments and gesture. 52.7% research participants said that to some extent they face abuse at work place. It is need to modify the behavior of male regarding women media can play a vital role in this regarding. The government should take necessary steps to make the legislation and suggest harsh punishment to the abusers.

Keywords: Emotional Abuse, Working Women, Socio-Cultural Values, Economic Aspect.

Introduction

Violence against women has a significant impact on the health and socio-economic status of women. It affects the health and wellbeing of children and young people who witness violence against their mothers and other women. The costs to society of responding to violence against women, and the overall economic impact, are significant and measurable. However, there is a need for improved data collection systems across all agencies involved in responding to women who have experienced violence (Ali et al., 2008).

Rates of reported emotional abuse in the workplace vary, with studies showing 10% 24% and 36% of respondents indicating persistent and substantial emotional abuse from coworkers (Keashly and Jagatic, 2003). It is also found that males and females commit "emotionally abusive behaviors" in the workplace at roughly similar rates. In underdeveloped parts of the world women were more likely to engage in workplace bullying, such as name-calling, and that the average length of abuse was 16.5 months (Hsiang and Lee, 2011).

It is found that among a poll of self-described targets that the effects of workplace emotional abuse ranged from negative adverse effects such as; severe

anxiety (76%), disrupted sleep (71%), loss of concentration (71%), PTSD (47%), clinical depression (39%), and panic attacks (32%) (Namie, 2003).

Numerous studies indicate that health care providers, particularly nurses, face a high risk of on-the-job abuse from patients. This article examines physical and emotional abuse from patients in nurses working in hospitals or long term care facilities. Data are from the 2005 National Survey of the Work and Health of Nurses. Cross-tabulations were used to examine abuse in relation to personal characteristics of the nurse, job characteristics, and workplace climate factors. Multiple logistic regression modeling was used to examine abuse in relation to staffing and resource adequacy and relations among colleagues, controlling for personal and job characteristics (Lacey et al., 2010).

One of the most profound consequences of workplace emotional abuse is the emotional pain suffered by victims, which also has a secondary effect on co-workers who witness the emotional abuse as well as families' who recognize the impact on the bullied loved one. Victims suffer significant anxiety, depression, and feelings of isolation (Murray, 2008).

Objective

The main objective of the research is to identify the effects of emotional abuse against working women at work place.

Methodology**Study Area at glance**

The Universe of the present study was comprised of Punjab province. Punjab is the most developed and populous province of Pakistan with approximately 56% of the country's total population.

Research Design

An exploratory study was conducted with 300 females working in public and private offices in the different parts of the Punjab province Pakistan. The key objective of this survey was to analyze the causes of emotional abuse against working women.

Selection of Study area and Sample

A cross-sectional survey was carried out from Punjab province. Punjab is the most populated province of Pakistan, with 86084,000 people in 2005. Punjab province is comprised of eight divisions. Multistage sampling technique was used. Two divisions, Faisalabad and Sargodha were selected randomly out of eight divisions. One district in each division was selected randomly. District Faisalabad and district Sargodha selected randomly. 150 working women were selected in each district conveniently from public and private sectors.

Tool for Data Collection

For the collection of the data, the single instrument was used to gather data. A structured questionnaire was used as a tool of data collection in the field for research.

Data Analysis: Data were analyzed by using SPSS 16.0.

Results and Discussions

Table 1

Percentage distribution of spousal profession of the respondents

Spouse's profession	Frequency	Percentage
Agriculture	25	15.2
Government employee	34	20.7
Laborer	26	15.8
Private	49	29.8
Unemployed	21	12.8
Business/ professional	9	5.4
Total	164	100.0

The above table shows that only 15.2% spouse of the respondents were engaged in agriculture and 20.7% were government employee, and majority of the spouse of the respondents 29% were private employee. Data shows that 12.8% were unemployed.

Table 2

Distribution of the respondents with regard to the effects of emotional abuse on working women at work place

Statements	To some Extent		Great Extent		Not at all	
	F	%	F	%	F	%
Do you face any type of abuse at your work place	158	52.7	85	28.3	57	19.0
Do you face emotional abuse at your work place	138	46.0	75	25.0	87	29.0
Emotional abuse caused depression.	156	52.0	144	48.0	00	00
Emotional abuse caused mood stress disorder at work place	155	51.7	125	41.7	20	6.7
Emotional abuse made me socially isolated.	134	44.7	99	33.0	67	22.3
Emotional abuse reduces my professional spirits.	145	48.3	90	30.0	65	21.7

Emotional abuse negatively affect my creativity	155	51.7	65	21.7	80	26.7
Emotional abuse caused sleep disturbances	186	62.2	74	24.7	40	13.3
Do you think that due to emotional abuse heart your self esteem?	145	48.3	95	31.7	60	20.0
Do you think that emotional abuse negatively affects on your personality development?	154	51.3	76	25.3	70	23.3
Have you faced Emotional abuse by the boss?	105	35.0	47	15.7	148	49.3
Have you ever faced Emotional abuse by colleagues?	117	39.0	97	32.3	86	28.7

Abuse in the workplace can include physical or mental mistreatment and any improper use of power meant to frighten, threaten, intimidate, and gain control over you. 52.7 percent research participants said that to some extent they face abuse at work place. 28.3 percent strongly agree with this statement. 46.0 percent respondents agree that they face emotional abuse to some extent while 25.0 percent agree to great extent. More than half of respondents i.e. 52.0 percent think that to some extent emotional abuse caused depression. Little less than half, 48 percent agree to greater extent with this statement.

A majority of 51.7 percent females said that Emotional abuse caused mood stress disorder at work place to some extent. 41.7

percent agree to greater extent while 6.7 percent are not agreed with this statement. An un-ignorable 44.7 percent have said that emotional abuse make them socially isolated to some extent. Data exhibited that 33.0 percent are agreed to greater extent. 22.3 percent respondents are not agreed with this statement. "Emotional abuse reduces my professional spirit", in response to these statement 48.3 percent respondents were agreed. Data shows that 30.0 percent also agree to great extent but 21.7 percent are totally disagreed with this statement. Data exhibited that 51.7 percent respondents believe that emotional abuse negatively affect my creativity to some extent while 21.7 percent believe to greater extent that emotional abuse negatively affect creativity.

A huge majority of 62.2 percent opined that emotional abuse caused sleep disturbances to some extent while about one-fourth i.e. 24.7 percent consider that emotional abuse caused sleep disturbances to great extent. Only 13.3 percent respondents disagree with given statement. A little less than half, 48.3 percent stated that due to emotional abuse heart their self-esteem hurt to some extent while 31.7 percent believe in it to great extent. A little more than half of respondents

that is 51.3 percent stated that to some extent emotional abuse negatively effects personality development while one-fourth 25.3 percent believe emotional abuse disrupts to great extent. 35 percent females shared that they faced Emotional abuse by the boss while a majority of 49.3 percent denied it. Nearly one-third respondents, 39.0 percent strongly believe that colleagues emotionally abuse them while 28.7 percent disagreed.

Table 3

Percentage distribution of the respondents with regard to their perception about the male colleague treats as inferior at work place

Treat you as inferior at work place	Frequency	Percentage
To great extent	124	41.3
To some extent	149	52.6
Not at all	18	6.0
Total	300	100.0

Above table describes that a considerable no. of respondents i.e. 41.3 percent are treated as inferior to great extent. Majority of the respondents 52.6 percent are treated

as inferior to some extent while a little respondent 6.0 percent are not agreed to this idea.

Table4

Percentage distribution of the respondents with regard to notice and care to what extent you feel when your male colleague comment and make gesture on you

Notice and care how you feel	Frequency	Percentage
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To great extent	97	32.3
To some extent	173	57.7
Not at all	30	10.0
Total	300	100.0

More than half that is 32.3 percent females feel lot of care and 57.7 percent feel it to some extent regarding male colleague

comments and gesture. Data shows that 10.0 percent never feel any care from others according to this survey.

Table 5

Distribution of the respondents with regard to the effects of emotional abuse on working women at work place

Statements	To some Extent		Great Extent		Not at all	
	F	%	F	%	F	%
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Conclusions

The conclusions based on the present research study is little more than half of respondents that is 51.3 percent stated that to some extent emotional abuse negatively effects personality development while one-fourth 25.3 percent believe emotional abuse disrupts to great extent. Three fourth of respondents who participated in study were government employees. One-third majority of research participants think that religion provides domination to men over women. A majority of women that is a bit less than half strongly believe, culture provides domination to men over women. Research participants strongly agree that women can play the role at work place as men. The findings clearly show that women believe they can be better decision makers. Emotional abuse at work males try to create psychological problems for them. Results show that men are prone to create psychological problems for women. About one-fourth majority of women who participated in study strongly admit that they follow the instructions of family about the behavior of the society. A reasonable majority of women support egalitarian society in this society. It shows an improvement in awareness about their

rights. So the government should realize and make people to realize the importance of women empowerment. The importance of female education must be spread through different channels of awareness so that they can avoid exploitation and violence imposed by patriarchy. There should be implementation of law of tort and easement to reduce the emotional abuse.

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