

**A COMPARATIVE STUDY OF MARRIED AND UNMARRIED  
WORKING WOMEN ON STEREOTYPES,  
SELF CONCEPT AND SELF EFFICACY**



**By**

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## **CERTIFICATE**

Certified that M.Phil Dissertation on “**A Comparative Study of Married and Unmarried Working Women on Stereotypes, Self Concept and Self Efficacy** Prepared by **Ms. Saima Kalsoom** has been approved for submission.

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**A COMPARATIVE STUDY OF MARRIED  
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*Beware of false knowledge; it is more  
dangerous than ignorance*

**(Barnard Shaw)**

**Dedicated to**

*All the people who have been involved and  
participated in this dynamic work*

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Who is the most kind, merciful, and beneficial  
And it is by His unlimited blessings that He always bestowed,  
upon me that this task has been accomplished.

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**Saima Kalsoom**

## ABSTRACT

*The present study aimed at investigating the married and unmarried working women on stereotypes among students, the perception of self concept and the perception of others in terms of stereotypes, and the generalized self efficacy of married and unmarried working women. The present research is comprised of three studies in order to meet the above mentioned objectives. Study I consisted of four focus group discussions and four open ended qualitative individual interviews. The objectives were to explore the perception of people, and to understand the image and status of unmarried working women with reference to the cultural context of Pakistan. Study II was aimed at investigating the stereotypes about unmarried working women as compared to the married working women among students. To meet these objectives a sample comprised of 300 (Men =150) with the age range of 20-32 years (M=22.60, SD 3.10) and (Women=150) with age range of 20 – 27 years (M=21.50, SD= 3.23) was taken. The findings revealed satisfactory reliability for positive stereotypes (PSSC) and negative stereotypes (NSSC) scale of Ansari (1982). The findings of paired sample t-test showed significant differences on negative stereotypes about unmarried working women as compared to the married working women among students. The results of the study II also showed the significant gender differences on stereotypes about the married and unmarried working women among students. Study III was aimed at investigating the differences between the perception of self concept and the perception of others in terms of stereotypes, and the generalized self efficacy of unmarried working women as compared to the married working women. In order to meet the objectives of the Study III a sample comprised 100 (married=50) age range of 45 to 56 (M=47.78) and (unmarried=50) with same age range (M= 46.88) working women were taken. The findings of the study III also revealed satisfactory reliability for positive and negative scale of self concept and perception of others in terms of Stereotypes scale and the generalized self efficacy scale. The results showed a significant differences ( $p < 0.01$ ) between the perception of positive and negative self concept and the perception of others in terms of stereotypes among married and unmarried working women. The married and unmarried working women perceived themselves more positively on their self concept measure as compared to their*

*perception of others in terms of stereotypes i. e., about each other. The results of the study III also revealed the non significant differences between the generalized self efficacy of married and unmarried working women. Which showed that married and unmarried working women had quite high believes of generalized self efficacy. Where as independent t-test showed the non significant differences between the self concept of unmarried and married working women. And non significant differences were also found between the perception of others in terms of stereotypes among married and unmarried working women about each others. The over all findings of the present study revealed that unmarried working women were perceived higher on negative stereotypes as compared to the married working women. And the perception of self concept is high (which means married and unmarried working women perceived themselves more positive on self concept) as compared to the perception of others in terms of stereotypes among married and unmarried working women.*

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## **ABSTARCT**

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## **INTRODUCTION**

The term gender is often used to classify the anatomy of a person's reproductive system as either male or female. In the social sciences, however, the concept of gender means much more than biological sex. It refers to socially constructed expectations regarding the ways in which one should think and behave, depending on sexual classification. These stereotypical expectations are commonly referred to as gender roles. Attitudes toward gender roles are thought to result from complex interactions among societal, cultural, familial, religious, ethnic, and political influences (Archer, as cited in Tu & Chang, 2000).

Differences in gender roles have existed throughout history. Evolutionary theorists attribute these differences to the physiological characteristics of men and women that prescribed their best function for survival of the species. In primitive societies, men adopted the roles of hunting and protecting their families because of their physical strength. Women's ability to bear and nurse children led them to adopt the roles of nurturing young, as well as the less physically dependent roles of gathering and preparing food. These gender-dependent labor roles continued into the period of written human history, when people began to live in cities and form the earliest civilized societies (Arkoff, 1988).

The individual developmental milestones of a women's life that lead to enhanced or diminished self concept, is the generally held value, role, and status of a women in the culture influences how much an individual woman values herself. No person is completely immune from these cultural messages. Many young girls grow up seeing women being treated as second class citizens. However, several different angles can approach the status of women one is the marital status. In some classic research from the 1980s, single women were pitied and scored more than single men were, single women were perceived to be less sociable, less attractive, and less reliable than married women and single people were downgraded on many personal characteristics (Etaugh & Foresman, 1983; Etaugh, & Riley, 1983). Now people seem less likely to use negative terms such as old maid or spinster when referring to unmarried women. And women are more likely to be single in the current era and single hood can be a legitimate, healthy,

and happy alternative to marriage (DeFrain & Olson, 1999). Single women are more likely than married women to work outside the home, many single women are highly educated, career oriented. These women find that being single allows them flexible work hours and geographic mobility (DeFrain & Olson, 1999). Single women most often mentioned freedom; they are free to do what they want, according to their own preferences. As one never married women remarked: "I had places to go and things to see. And I was not going to stopped; no body was going to stop me. It took me a long time to get going, but I made it" (Allen, 1994, p.104).

Traditional gender roles define masculinity as having power and being in control in emotional situations and in the workplace. Characteristics associated with femininity are emotional, expressiveness, vulnerability weakness, helplessness, and insecurity; worry (Abreu, Goodyear, Campos, & Newcomb, 2000). While traditional femininity is defined as being nurturing, supportive, and assigning high priority to one's relationships. Women are expected to be emotionally expressive, dependent, passive, cooperative, warm, and accepting of subordinate status in marriage and employment. Competitiveness, assertiveness, anger, and violence are viewed as unfeminine, stereotypical and are not generally tolerated as acceptable female behavior (Amato & Booth, 1991).

Gender stereotypes, and their application to the female sex, were generally acquired at a very young age. Coleman (1996) notes that, due to childhood socialization and the labeling of certain psychological characteristics "as either 'masculine' or 'feminine' means that sex-role identities and expectations tend to be formulated on the basis of these attributes" (p. 165). Indeed, Gray (1993) developed lists of gender paradigms. Feminine paradigm was the attributes of caring, creative, intuitive, and aware of individual differences, non-competitive, tolerant, subjective, and informal. Coleman (1996) also found that single female head teachers exercised a management style that involved maintaining relations with others, being caring, informal and less concerned with the acquisition of power and authority. The overall stereotype of women holds that they are warm, understanding, and nurturing, low in competence, but high in warmth (Eagly, as cited in Amato & Booth 1991).

Stereotypes are defined as "products of normal everyday cognitive processes of social categorization, social inference, and social judgment" (Six & Eckes, 1991, p. 58). Stereotypes represent cognitive structures that consist of a set of beliefs about the personal attributes of a group of people (Ashmore & Del, 1981). They also found that these attributes may be predominantly positive, predominantly negative, generally neutral, or mixed. The content of any cultural stereotype is not easy to specify because stereotypes are not static. Gender affects many aspects of life, including access to resources, methods of coping with stress, styles of interacting with others, self-evaluation, spirituality, and expectations of others (Lott, 1997). These are all factors that can influence personality, self concept, and self efficacy believes of an individual as a whole positively or negatively.

Self-concept or self-identity is the mental and conceptual understanding and persistent regard that sentient beings hold for their own existence. In other words, it is the sum total of a being's knowledge and understanding of his or her self. The self-concept is different from self-consciousness, which is an awareness or preoccupation with one's self. Components of the self-concept include physical, psychological, and social attributes, which can be influenced by the individual's attitudes, habits, beliefs and ideas (Hamachek, 1978). Mead (as cited in Epstein, 1973) explained that Self concept emerges directly from the behavior of others towards the individual and indirectly from physical and mental attributes of the individual himself.

Allport (1955) pointed out that the discrepancy or incompatibility among different areas of self concept experiences some type of psychological discomfort. People with low/negative self concept are characterized by feelings of sadness, failure, self concept, etc. According to Kaplan (1984) people with poor or negative self concept usually generalizes their failure in one facet of their life to their total self and so feels discouraged. Individuals with low self concept tend to have less motivation for learning and work. They are filled with a sense of hopelessness and a feeling that no one could ever love. And as a result of this hopelessness social interaction decreases and the need to please other increases (Rosenberg, 1979). High Self concept is also related to self esteem and self efficacy believes in that people who have good/high self efficacy have clearly differentiated self concept (Harter, 1990).

Self-efficacy refers to beliefs about one's capabilities to learn or perform behaviors at designated levels (Bandura, 1986). Much research shows that self-efficacy influences motivation, learning, and achievement (Pajares, 1996). Self-efficacy is grounded in a larger theoretical framework known as social cognitive theory, which postulates that human achievement depends on interactions between one's behaviors, personal factors (e.g., thoughts, beliefs), and environmental conditions (Bandura, 1997). Learners obtain information to appraise their self-efficacy from their actual performances, their vicarious experiences, the persuasions they receive from others, and their physiological reactions. Self-efficacy beliefs influence task choice, effort, persistence, resilience, and achievement (Bandura, 1997). The relationship between gender and self-efficacy has been a focus of research. In general, researchers report that boys and men tend to be more confident than girls and women in academic areas related to mathematics, science, and technology (Meece, 1991; Pajares, 1995; Schunk, 1996). Differences in the average level of confidence reported are interpreted as gender differences in self-efficacy (Pajares & Valiante, 1997).

Modern American culture has raised generations of women who believed that their true and most important role in society was to get married and have children. Anything short of this role was considered abnormal, unfulfilling, and suspect. This female stereotype has been exploited and perpetuated by some key films in the late 40's and early 50's. But we have seen a shift in the cultural view of the unmarried women. The erosion of the traditional nuclear family, as well as a larger range of acceptable life choices, has caused our perceptions of unmarried women to change (Combs, 1962). We perceive unmarried women is the subject of current academic research which shows that a person's perception of particular societal roles influences the amount of stress or depression they experience when in that specific role. Although the way our culture perceives unmarried women is negative and we still are living with a negative stereotype (stake, 1992). She is a childless, frumpy, middle-aged woman who is somewhat depressed, and is longing to be like other "normal" women. She is usually alone, or living with an extended family. She is considered a societal outcast living in the shadow of others. She makes those around her uncomfortable. These effects are increasingly acknowledged in our societies (Martin, as cited in Marks, 1996).

The struggle for single women to become a respected part of society has been going on for centuries. This struggle has been documented for us in more recent years by motion pictures. Films have reflected society's compartmentalization of the unmarried woman. She has been portrayed along a broad, changing spectrum from a pitiable soul who could be made whole by marrying and having children, to an independent person who has many choices in her life to be fulfilled. Even though there has been a shift in our perception about the unmarried women, we still are not comfortable with her. There is still something suspect about female independence, something that still threatens the status quo. The film industry gladly has updated this stereotype and has capitalized on the idea of that biological clock ticking away in each childless woman. But no matter how updated it is, the film stereotype still remains perhaps more negatively than before. But we have seen the unmarried women step out of her role and gain independence (Broverman, Broverman, Clarkson, Rosenkrantz, & Vogel, 1972).

Pajares and Valiante (1997) found that both the single working women and the married non working women value personal growth more highly than the married women indicates that working may involve personal growth for single women. Certainly the research available and the census data indicate higher levels of education and occupation are associated with single hood among females. The findings in this study showed that personal demographic differences as well as differences attributable to marital status are in accordance with the idea that there is a reciprocal or circular relationship between education, occupation, and single status (Pajares & Valiante, 1997). Some researchers have argued that gender differences in social, personality variables may actually be a function of gender orientation the stereotypic beliefs about gender that students hold rather than of gender (Eisenberg, Martin, & Fabes, 1996).

### **Historical Perspective of Unmarried Working Women**

Historically the word used for unmarried women was spinster. An unmarried woman (or old maid) is a woman who has never been married, though it is usually applied only to women who are regarded as beyond the normal age for marriage, which has varied between cultures and eras. Unmarried women were the result of the two World Wars, where male war deaths drastically reduced the number of males available

for marriage. For example, in the First World War, Britain lost approximately one million young men, and France and Germany each lost approximately two million. This made it impossible for millions of younger women in these countries to find a man to marry. Single older women are a diverse group, whose experiences of single hood have received little attention from researchers.

Spinster was a legal term appended to the name of a woman whose occupation was spinning cloth as early as the 14th century but in the 19th century it came to denote still-unmarried women, spinning being a way for them to earn their living by working at home. The term is also of legal use in some places; in the United Kingdom, for instance, until the introduction of the Civil Partnership Act (2004) any woman never previously married was categorized as an "unmarried women" on a marriage license, regardless of her age at the time the license was issued with a never-married man being listed thereon as a "bachelor" (King, 1993).

After World War II there was an overwhelming resurgence of family values the world needed the naturally gentle mothering of women after all it had been through (O'Brien, 1973). In the United States, the pressure was on for women to marry, raise families, and fulfill the American dream. Because women had assumed employment in various occupations to help the war effort, it was now acceptable for single women to work. But it still was not acceptable that ultimately these women might not marry (O'Brien, 1989). It was expected that most women would leave their jobs, now that the men were returning home and rejoining the workforce, and go back home where they belonged in their domestic role of wife and mother. During the 1950's unmarried women became virtually non-existent because society couldn't afford to tolerate them.

Single women were caught up in a strange dichotomy during this time. They had become more independent both financially and emotionally by being part of the workforce. They were gaining more acceptability by society as viable, contributing members. But all of this success was at the expense of 'the family' because they were taking away jobs from men who needed the work to support their wife and children (Gelles, as cited in O'Brien, 1973). American culture has found it more acceptable for single women to be independent and have meaningful careers. But the underlying threat to men and the family is still part of the modern unmarried women stereotype.



This is evidenced in the many films that portray single women as having very responsible careers, but who have some sort of break down (or eventually settle for something less than they really want) because they are not fulfilled (Faludi, 1991).

The population of single women has been on the rise over the past several decades. The proportion of women (aged 25-40 years) as reported by the U.S. Census Bureau who have never married has risen from 10.5% in 1960, to 18% in 1978 (Shantz, 1993). This can be attributed to many different factors but particularly to acceptability of alternative lifestyle choices for women, such as living together with a different or same sex partner without being married, having or raising children without a husband, and marrying at an older age. Barbara and Barbara (2004) found that about 57 million American women 45 and up, nearly half 25 million are unmarried. Living alone can be lonely 28 per cent of single women said that within the past two weeks they had felt lonely occasionally or most of the time, compared with only 13 per cent of married women in the same category. Slightly more single women (93 per cent) than their married sisters (87 per cent), however, said they felt their independence was important to their quality of life. "I love the freedom, and the fact that I know so many other single women I can network with.

A survey conducted by Saudi Arabia Ministry of Planning reveals a shocking number of unmarried women (age group 30 on wards) across Saudi Arabia. The exact number of the unmarried females has been recorded at 1,529,418. This also means that the 1.5 million unmarried womens form 9.25% of Saudi population (as cited in Haitham, 2006). The word spinster is considered an offensive term by many Saudi girls. It implies that young girls have a date beyond which they have expired. This expiry date is related to the young girl's physical characteristics, which must be made use of in order to get her married. The word is also used to exert pressure on girls to marry; in theory, girls do not want to be called spinsters. This is true. The Arab societies in general use the word in order to describe unmarried females negatively, and this is unfair. The tag kills the female future, as if she has caused the problem and as if she is really a bad girl. However, the problem in Saudi Arabia does not stop there. The rate of divorce, too, is increasing, contributing to the growing number of single women (Berend, as cited in Bart, 1972).

In history and the present day, unmarried women have been judgmental toward available men to the point where they are unable to find a mate they are willing to accept. In the 19th century, "middle-class unmarried women, as well as their married peers, took ideals of love and marriage very seriously, and unmarried womenhood was indeed often a consequence of their adherence to those ideals. They remained unmarried not because of individual shortcomings but because they did not find the one 'who could be all things to the heart (Stake, 1992). Today, similar pro-unmarried women writers argue that unmarried womenhood is an empowering choice, one not necessarily linked to romantic or sexual abstinence. Most people think of an "unmarried women" as someone who does not have romantic relationships. Historically, a unmarried women was a woman whom love had passed by, who had never "been chosen" for marriage or motherhood (Stake, 1995).

Unmarried womenhood was powerful long before feminism hit the fan. Point to any area of "sex discrimination" and you will find that old maids have always sailed through unscathed. Most married women with children are no use to anybody unless the stock exchange is hiring runners, but unmarried women give females a good name. We come to work on time with no visions of babysitters and day-care centers dancing like rancid sugar plums in our heads; we can work overtime on a moment's notice, and there is never any spit-up on our paperwork (Spreitzer & Riley, 1974).

Wafeek (as cited in Haitham, 2006) said, most unmarried women suffer from anxiety, depression, and multiple psychosomatic complaints, including headaches, epigastria disturbances, abdominal gases, and discomfort. They tend to be suspicious and they make those around them uncomfortable. According to him they are somehow viewed as abnormal because they do not go through motherhood unmarried women are the object of social pity and they feel they are unfulfilled and incomplete.

Many single women have chosen not to marry because they never found an ideal partner. Single women received the same scores as married women on life span and psychological distress test (Marks, 1996). Single women scored higher than married women on measure of independence (Fincham & Beach, 1999; Friedman, 1995). However single never married women scored lower than married women on self acceptance (Marks, 1996). In another study Seccombe and Kuntz (1994) found that 25

% of their sample reported they never socialize with friends while 29% reported that they had social activities with friends at least once a week. They also found that single women are generally well adjusted and often quite satisfied with their single status.

No matter what their other accomplishments, most never married women carried with them a sense that they were second class people, unworthy, and unwanted. In contrast to this attitude, there always have been women who found their greatest personal growth and satisfaction without marrying, but these have been small in number. Remaining single was not the certain indication of undesirability that outsiders assumed, but a deliberate choice. Today many more women are consciously weighing the benefits of marriage against its costs. In the current climate, the frightened and compulsive rush to marriage as abated for many people, the choice is no longer between marriage and some second-class isolation (Miller, 1973).

In the qualitative study of eight women, between the ages of 65 and 77 years were interviewed about being ever-single during the latter half of the 20th century, including their perspectives of the benefits and drawbacks of this status during this time period. They found that single hood had influenced the financial, educational, housing, and social support resources. The women articulated the benefits of lifelong single hood, strongly emphasizing their independence and "ability to be alone", which was viewed as very important as they aged (Bequaert, 1976).

The drawbacks of single hood focused on loneliness and the absence of a social support network, which took on particular importance as the women experienced increasing age and disability. Overall, the participants expressed satisfaction with their marital status and defied common stereotypes about older, single, women (Stacey, 1990). Implications of these findings relate to the social structure of marital status and its impact upon the lives of women who remain single. Unmarried women has to conform that either to society's role of wife and mother, or she will pay the price psychologically and emotionally (Peach, 1998).

The economic situation of the unmarried women did not allow for most of the conventions that restrained young men and women of the upper class, such as requiring chaperones in public, thus the unmarried women seemed freer to show their emotions,

reciprocate the love of a young man. Unfortunately, this freedom was easily taken advantage of by unscrupulous middle class young men who professed affection freely without any intentions of marriage. A young unmarried woman's, and her relatively poor family's, outrage, hurt, and protests of such insensitive and indiscreet behavior would usually be disregarded by the young man's family and denied by the young man himself (Williams, 1997).

King (1993) explained that unmarried womanhood has usually been viewed either as individual misfortune or as a manifestation of protofeminist assertion of autonomy. To be sure, the view has been more conducive to the exploration of unmarried womanhood, since they could be construed as pursuing autonomy and rejecting wifely dependence, unmarried women are readily seen as "foremothers" by contemporary feminists. Because a number of the women who were active in reform movements or distinguished themselves as writers or professionals were single, this interpretation has seemingly even more credence and a "dramatic new form of female independence," rooted in the "individualistic ethic of the enlightenment and the American Revolution and emerging in the early nineteenth century. Women's rejection of marriage was the outcome of a "rigorous assessment of the marital institution that found it wanting and in conflict with female autonomy, self-development, and achievement" (Spreitzer & Riley, 1974 p. 540)

The experience of singleness could create a distinct identity that is different from that of a married woman. The single woman was compelled by her marital status to frame her identity not in terms of husband and children, but in employment, service, and relationships outside the conjugal home. Baker (1968) found multiple identities that embrace both traditionally-prescribed arenas for women's interests (family, relationships). Strachan (1999) explored that the unmarried women of the lower classes, mostly uneducated in the ways of genteel ladies and generally employed as unmarried women in American textile factories, were held in contempt or pitied by the women of the middle classes. While there was as much pressure on girls in the working classes to be "good girls" and marry, they were not drilled with or held to the same rules of aloofness, passiveness, or false modesty that confined middle class women (King, 1993).

## **Stereotypes**

A stereotype is a generalization about a person or group of persons. We develop stereotypes when we are unable or unwilling to obtain all of the information we would need to make fair judgments about people or situations. In the absence of the total picture, stereotypes in many cases allow us to fill in the blanks. Our society often innocently creates and perpetuates stereotypes, but these stereotypes often lead to unfair discrimination and persecution when the stereotype is unfavorable.

"A rigid mental image that summarizes whatever is believed to be typical about a group" (Rees, 1999 p. 31). It is not as simple as it sounds or as it is used in everyday life. Due to our lack of interest in analyzing and understanding information we utilize the mental short cut called stereotyping. "Stereotyping is as natural to people as thinking itself" (Lowenthal, Thurnher, & Chiriboga, 1975, p.100). Life of people has become very complex and difficult and that has led to the increase in misinterpretations and wrong ideas about different groups of people. Stereotypes are inflexible and they are learned quickly from family, friends, coworkers, and the media. It leads to inflexible categories on our minds and hearts. The most powerful source of stereotypes is our own negative perceptions and experiences. Stereotypes can be either positive or negative, but they are all unfair and misleading (Glick & Fiske, 2001).

In the social sciences, humanities, and journalism, stereotypes are usually defined as simplifying generalizations people use when they think about and/or act toward other individuals or groups. They help people systematize their thinking about other groups or individuals by providing them with ready-made images or list of attributes that purportedly reflect "the true essence" of other groups (Haslam, Oakes, & Turner, 1994).

Stereotypes do not take into account the many differences that exist among the individual members of the group. Since stereotypes are such handy and useful mental "short-cuts" they are pervasive in all cultures. They are found in myths, legends, everyday stories, painting, jokes, cartoons, even music (Haslam, Oakes, Reynolds, & Turner, 1994). However, even if they are intended as harmless and joking cataloguing devices (as they often are), they usually have pernicious social effects. Those who use

them hamper their own ability to develop more accurate, concrete, and empathetic understanding of other groups or individuals. Those who are targets of stereotyping are often also victims of prejudice and discrimination. In extreme situations, stereotypes are used to incite and justify violence; they can be turned into deadly weapons. According to Haslam (2002) stereotypes can be defined in six different ways:

**1. Generalized Beliefs:** Stereotyping may be defined as the tendency to attribute generalized and simplified characteristics to groups of people in the form of verbal labels, and to act towards the members of those groups in terms of those labels (Haslam, et al., 2002).

**2. Categories or Concepts:** A stereotype is commonly thought of as involving a categorical response i.e., membership is sufficient to evoke the judgment that the stimulus person possesses all of the attributes belonging to that group.

**3. Incorrectly Learned:** Unlike other generalizations stereotypes are based not on an inductive collection of data, but on hearsay, rumor, and anecdotes--in short, on evidence which is insufficient to justify the generalization.

**4. Exaggerations:** A stereotype is an exaggerated belief associated with a category.

**5. Inaccurate:** A stereotype is a fixed impression, which conforms very little to the fact it pretends to represent, and results from our defining first and observing second.

**6. Rigid and Resistant to Change:** Stereotyping is the disposition to think in rigid categories.

### **Content of Stereotypes**

Every subject covers certain object matter which is meaningful in nature. The amount of which something contains in it is called 'content'. Whereas the material which is more or less rigid, impersonal model towards the physical, intellectual,

emotional, or intentional qualities of a group (women or men) or certain aspects of its position in society is termed as 'content of stereotypes' (Judd as cited in Fatima, 2004).

According to Judd the content of stereotypes may be of two types:

- Explicit stereotypes
- Latent stereotypes

### ***Explicit Stereotypes***

Any stereotype which is direct clearly specified and the person is aware of using it in every day situations is used as 'Explicit Stereotypes'. These are written and spoken which duly discriminate between boys and girls activities. Girls are studied towards arts and crafts work and boys to wood-work classes, is evidence of any explicitly sexist stereotype, as this educational dichotomy accounts to denying both sexes a free choice of practical work. These do exist in daily costumes too which discriminate between girls and boys. For example, although there is no law to that effect, parents are frequently heard telling their sons, 'big boys don't cry'. Such stereotypes judgments are designed to train the boys to repress his feelings, whereas the expression of the same emotions by a girl is discouraged.

### ***Implicit (Latent) Stereotypes***

Stereotypes which is not directly observable, does not occur so much in speech or writing as in social attitudes and behavior that differ according to the sex of the individual is called 'Implicit Stereotypes'. So a girl can be complimented on her pretty dress, while praise for doing well at school is reserved for minatory. The assumption is that girls should be prepared for social success.

## **Theories of Development of Gender Stereotypes**

Once people acquire a specific pattern of gender relevant characteristics, they tend to behave in ways that are consistent with their assumptions about appropriateness (Bussey & Bandura, 1999). A number of theories and models have been proposed to explain the complex process of gender stereotypes.

### ***Social Learning Theory***

This theory argues that gender role behaviors are learned by reinforcements (rewards and punishments) and observational learning. Saucier (2004) assumed that no particular kind of knowledge about gender is required for the acquisition of sex typed preferences (gender stereotypes). Generally children are rewarded for engaging in gender appropriate behavior and discouraged when they engage in gender inappropriate behavior (Jhonson, as cited in Bandura, 1997). Research has supported that children receive differential patterns of reinforcement based on gender and are exposed to stereotypic models of behavior. This theory suggests that individuals learn by watching the behavior of those around them (models), especially if the models are reinforced for their behavior. Individuals are more likely to imitate the behavior of someone of their own sex than someone of the opposite sex (Eccles, as cited in Bandura 1986).

### ***Cognitive Development Theory***

This theory proposed by (Kohlberg, as cited in Atwell, 1987). It explains that children acquire sex role behaviors by actively processing information from their social environment as they attempt to understand their environment. Early in life, a person becomes aware that there are two categories of people male and female; they also become aware of their own category and the irreversibility of the sex. Along with it, then they become aware of the characteristics that determine individuals of both categories, they become motivated to seek out and learn how members of their own sex act and what is appropriate (and not) for their own sex behavior (Atwell, 1987).

### ***Gender Schema Theory***

This theory can be termed as the combination of social learning theory and cognitive development theory. Bem (1974) suggests that children have a “generalized readiness” to organize information, about the self in a way that is based on cultural definitions of what is appropriate behavior for each sex. One young child learns to apply the label “girl” or “boy” to herself or himself, the stage is set for the child to learn about the “appropriate” roles that accompany these labels. As childhood processes, sex typing occurs when children learn in detail the stereotypes with maleness or femaleness in their culture. Though some studies provide some evidence of widely stereotypes e.g., as compared to men, women are perceived more sociable and happier (Adams, 1976).



It is often said that females are complex and mysterious creatures, hard to understand and completely unpredictable. But older single women seem to have a mythology all their own. They are lonely, they long for love, they are terribly afraid of dying destitute (Gill, 1995). According to him young people view women and men in stereotypical ways. Women are more nurturing, empathetic, helpful, sympathetic, gentle, affectionate, and expressively oriented and traditional gender roles emphasize on women inside the home and men outside the home (Fennell, 2002).

### **The Unmarried Women and Stereotype**

Haskell (1988) succinctly describes our collective uneasiness with the stereotype unmarried women was a scare word, a stereotype that served to embrace and isolate a group of women of vastly different dispositions, talents, situations, but whose common bond never having become half of a pair was enough to throw into question the rules and presumed priorities on which society was founded” (p. 18). The classic stereotyped image of unmarried women is drab dress, ill-fitting dress; her hair is pulled back in a bun; and she wears old-fashioned, wire-framed spectacles, her eyes are cast down, and she is constantly wringing her hands as if she is uncomfortable with herself (Mustard, as cited in O’Brien, 1989).

When a stereotype is outside or deviant from what people generally consider normal, Peach (1998) proposes that these stereotypes function as a form of social control. In fact, historically unmarried women have been controlled by society. Until the late 19th century, unmarried women could not own property and were subject to the financial control of the family hierarchy (O’Brien, 1973). Another aspect of the unmarried women stereotype is the relegation of the individual to the role of caretaker. O’Brien also stated that since unmarried women stayed at home, they were expected to take care of elderly or ill relatives, selflessly devoting their time and energies to them. And why not, because they had no life of their own.

Peach (1998) says that when women have not been biological mothers, they are expected to fulfill the role of “social mothers.” Since an unmarried woman has no children of her own, society expects her to step in and fulfill a generic mothering role because it is consider her duty. O’Brien (1973) addresses society’s fear that unmarried

women might just find their unmarried role satisfying, and that they might be able to feel complete without marriage and motherhood.

The stereotype of unmarried women has been universally understood to be feminine in nature. Words like “unmarried women” and “old maid” pertain to the sexual as well as marital status of a woman (Oakes, Haslam, & Turner, 1994). The words used to label the unmarried women’s male counterpart do not parallel in meaning. “Bachelor” typically implies that a man is young, virile, and available. It does not have the same negative connotations as that of ‘unmarried women.’ The word bachelor alludes to a healthier sexuality, more normal than the implication for the unmarried female. A bachelor could have numerous partners, but it would be immoral for an unmarried woman to do the same. Unlike the unmarried women, the fact that a man is not married does not necessarily imply a deficiency in his character. Females have been called the “heretics of love,” but Haskell (1988) argued that males are not viewed in the same manner.

### **Psychological Profile of Stereotype of Unmarried Women**

There are several psychological characteristics associated with the spinster stereotype. These characteristics help use define and label our mental image of unmarried women and allow us to call upon that profile when confronted with such a person on the movie screen (or in real life). Some of the common characteristics that contribute to our psychological profile of these women are described below (Mustard, as cited in Peech, 1998).

#### ***Abnormal***

According to Peach (1998), motherhood has been considered a natural part of a woman’s life. Since unmarried women (in the traditional sense) don’t have children, they are viewed as abnormal. Something must be wrong with a woman who does not have, and may be does not even want, marriage and children and who does not fulfill the role that society have prescribed for them. Therefore if being married is the norm, then being an unmarried woman can be considered a norm violation. However, the norm is not as absolute as it was (Schur, as cited in Peech, 1998).

### *Pitiful*

Unmarried women have been the objects of society's pity. They are viewed as being on the periphery of life, close but never quite able to join in. The unmarried women must be unfulfilled. And how could they be happy not having what everyone else has? Absent a husband and children, they can not have true meaning in life and therefore deserve our pity (Simon & Marcussen, 1999).

### *Unfulfilled*

By definition unmarried women do not have what 'true' women have (i.e., husband and children). They are alone in life, waiting for the scraps from the tables of others (Schur, as cited in Peech, 1998).

### *Suspect*

When a person remains in one stage too long (i.e., unmarried women staying single), this behavior is looked at suspiciously. O'Brien (1973) says that, the single woman has historically been both intriguing and a challenge to men when she is young. But prolonged singleness even prolonged virginity is still suspect. Furthermore, married women tend to be suspicious of single women and view them as either a personal or societal threat.

A major rethinking of the unmarried women by King (1993) portrays unmarried women as true feminists. He says that these unmarried women were the ones who gave women a good name. King believes that instead of using the title 'Ms.' to conceal their true identification, 'Unmarried women' should be a choice on applications for those who have chosen the unmarried life (King, 1993). This view applauds a single woman's ability to make choices that married women are unable to make because they have given up a part of their freedom when being tied to someone else.

A research by Tucker and Kernan (1998) has explored the connection between psychological well-being of a woman and her perception of marital opportunities. They have found that marriage behavior has been affected by the decrease in availability of marriage partners, and that this has led to a delay in marriage as well as a lower marriage rate. The study also concluded that as single hood becomes more common and there are more single role models, the negative sentiment for being single

diminishes. In addition, another study (Simon & Marcussen, 1999) shows that depression levels were significantly less for women who married than those who remained unmarried. Stereotypes of single women have traditionally cast them as submissive, dependent, and easily hurt (Straus, 1999). But now with the change of time this cultural and traditional thought pattern are also changing and unmarried working women are as confident as the married women not only at homes but at the workplace so in the society as well.

The results of Broverman (1970) indicated that healthy adult women were described as different from both healthy adult men and in that they were more "submissive," "less independent," "less aggressive," "less competitive," "more easily influenced," "more emotional," and "less objective." The authors concluded that a double standard of mental health existed for women, in that for a woman to be seen as mentally healthy she must be feminine and not adult-like i.e., not like a man. Sense of responsibility, decisiveness, liveliness, and ambitiousness were less often seen as feminine; caring and gentleness were more often seen as feminine (Hofstede, 1996).

Many stereotypes influence attitudes toward never-married women. 15 never-married women who were 80 years of age and over were interviewed and a great diversity was found, most of these women had led satisfying lives and were satisfied with relationships with family members and friends. In addition, they were able to handle the diminishment of age positively and realistically (O'Brien, 1989).

In the mainstream of American society, single people are often the targets of stereotyping and discrimination. Singles are stereotyped, stigmatized, and ignored, and still live happily (Martin, 2006). He also explained that single women are often paid less than married women, even when their accomplishments are comparable; single people are often charged more than married people for health and automobile insurance; renters prefer married couples to single people as tenants; and so forth. The marriage-centered view of singles assumes that they are alone, and that the growth of one-person households means the nation is at risk of a national epidemic of loneliness (Beacon, as cited in Bequaet, 1976). He showed that singles have strong ties to their extended families, are adept at forming networks of friends, and are more involved in their communities than married people are. The relationship that is important to single

people, like close friendships and ties to members of the extended family. Singles have close friendships because they are compensating for not having a spouse. The findings suggest that never-married elderly are socially active, are not socially isolated, and may not be at high risk for institutionalization compared to other marital groups (Gill, 1995).

Never married women are stereotyped as unpleasant people who possess many negative and few positive personal traits. They are stereotyped as having poor child rearing abilities, as being failures as marital partners and as family members, and as being products of unhappy families growing up. They are seen as impoverished, with grim prospects for the future. Never married are generally seen as unhappy and troubled deviants from society ( Snyder & Swann, 1978).

“A woman will always be a woman”. And a woman will always be the mother, therefore she has to be a wife or at least the partner. When she is deprived of one of these statuses, her femininity and also her individuality are easily questioned (Gardner, 1973). The social perception of these women has not improved and shows a feminine stereotype which is not even defined any longer and which is used as a tautology (Pettigrew, 1981). Single women had a complex relationship with the family. The status of a single woman within the family hierarchy depended on her independence, personal wealth, as well as on family personalities and circumstances. The single woman therefore potentially occupied a position outside the boundaries of the family power structure. Many single women also had dependants, elderly or disabled relatives which the law, however, did not recognize (Vescio, Snyder, & Butz, 2003).

Unmarried childless women lived and worked with their relatives or earned their living as maids in wealthier families. Yet nobody wants to get married to a spinster because all the spinsters/unmarried are spiteful, bitter, too curious and ugly women. Spinsters/unmarried is so awful that they have to stay single and childless. If an unmarried childless woman did not seem to be a bitter and ugly spinster people had an alternative explanation for her singleness (DiLapi, 1989). They could suppose she had a sad secret. That secret could have explained why a woman who seems to be normal still remained unmarried. Maybe she had a contagious disease? Maybe she could not get pregnant? Or had she lost her secret bridegroom and still mourning? The impression of a sad looser, an unmarried and childless woman hiding her secret, exists. Yet the ideas

what kind of sad secrets prevent a woman becoming a wife or a mother have partially changed. Single women predominated, and both faced opposition from male-dominated power structures, but their ultimate senses of achievement differed markedly. Single woman shows commonalities of social prejudice, isolation, familial/peer reactions and personal/political identity across the generations (Ganong, Coleman, & Mapes, 1990).

Stereotypes of unemployed single women in Poland” argues that even when we deal with what might be called a “positive stereotype” of women, whereby a woman is perceived as an individual adapting more easily to changing circumstances, this positive feature is used against women. Specifically, reference is made to the current opinion that, because women “can come to terms with unemployment more easily,” being on the whole emotionally stronger than men, more practical, and solution-oriented (Reszke, 2002).

In another study (Barbara & Barbara, 2004) explored that college students described married people with words like "happy, loving, secure, stable, and kind." The descriptions of singles, on the other hand, included "lonely, shy, unhappy, insecure, inflexible, and stubborn." For older women, married or single/ never married, life can prove challenging whether they fret about it or not. "Married women may enter their 60s better off than women who are single, divorced, or widowed," The truth is that with no spouse to help care for them, never married women are more likely than men to wind up in nursing homes. And they are also more likely to get chronic illnesses than men are (Glick & Fiske, 2001). Among single women living alone, 88 per cent of the women says they have friends they can depend on in times of crisis. The study also found, 41 percent of single women said that as they got older they would be open to living with women friends (Bequaert, 1976).

In a study the strong evidence for distinctive stereotypes of housewife and single women is found and, furthermore, these two traditional role alternatives for women are not perceived as complementary by the majority of respondents. A third stereotyped image of woman, a masculinized stereotype, included women's role alternatives that maintain relative independence from men (Froid, 2005).

Bernard (as cited in Baker, 1968) concluded that mental health profiles of single women are better than those of married women. They are more upwardly, mobile, both educationally and professionally. Epstein (1973) proposed that providing opportunities for personal development influenced positively on the life-style of single adults, the freedom was considered as one of the most important assets of their life-style. (Weis, as cited in Goode, 1960) identified two types of relationship that help in dealing with loneliness emotional attachment to at least one person, and social ties, including a group of friends. There were little differences in the morale or happiness of the two groups (Baruch, as cited in Gardner, 1973). Women showing the highest level of well-being were those who were married and had high prestige jobs. Yet, being single and in a low level had diminished well-being. In general, types of employment were significantly related to career and psychological difficulties (Gigy, as cited in Goode, 1960).

The cultural stereotype of married women contains positive attributes. Married women as mothers are stereotyped as possessing many positive personality traits and personal characteristics (e.g., forgiving, generous, protective, warm, caring). Virtually all of the attributes seen to be characteristic of married mothers carry a positive connotation; in fact, "tired" and "willing to give up her career for family" were the only two items related to married mother stereotypes with less than an overwhelmingly positive connotation (Glick & Fiske, 2001). Interpersonally, married women are seen as excellent parents (e.g., teaches children, listened to by children), who will do anything for their children (e.g., children come first, always on call, wants the best for her kids) and there is the suggestion that they are good marital partners (e.g., they are not seeking a man, they are not a failure at marriage, they do not consider marriage unimportant (Gilligan, 1982). Married women are perceived to be family-oriented and conventional but as likely as women-in-general to be career-oriented (Krause, 1984). They are generally seen as possessing more positive characteristics than women-in-general. The stereotypes about married women are consistently, and with rare exceptions, much more positive than those of never married. In addition, married generally rated lower on negative personal traits. Married are also seen to be superior to others in childrearing and marital and family relations. They are believed to be less likely to come from an unhappy family of origin than never married, and the lifestyle of the typical married women is perceived to be different from that of divorced and never married (Martin, 2006).

The stereotypes about never married women are probably the strongest. For never married, unlike for the other target, the various methods used to calculate stereotypes consistently identified the same characteristics as part of the stereotyped content. Never married are stereotyped as unpleasant people who possess many negative and few positive personal traits. They are stereotyped as having poor child rearing abilities, as being failures as marital partners and as family members, and as being products of unhappy families growing up. They are seen as impoverished, with grim prospects for the future. Never married are generally seen as unhappy and troubled deviants from society (McCauley & Stitt, 1978). Never married women are seen as social deviants who struggle with child rearing, family relationships, and in life in general. The divorced and never married have less pleasant personalities than married or than women-in-general (Riedle, 1991).

Single women also mention that privacy is an advantage for them. They can be by themselves when they want, without the risk of offending someone. Being single allows them to be themselves rather than a person who must try to please others (Langford, 1999). Single women have developed a greater level of self knowledge and they can pursue a variety of friendships (Allen 1989). On the other hand single women mention loneliness (Anderson & Stewart, 1994). They also mention that they feel at a disadvantage in communities where predominate. Our culture seems to believe that it is abnormal for a woman to be alone in a social situation (Watrous & Honeychurch, 1999). Some never married women reported that they feel unsafe living alone in urban settings and they are the objects of pity, and they also resent that friends and relatives are overallly concerned that they are not married (Lewis & Moon, 1997). However they also found that most unmarried women create their own social networks of friends and relatives. In some ethnic communities, unmarried women serve a valuable function for example in Chicana culture; an unmarried daughter is expected to take care of her elderly parents or to help out the nieces and nephews (Flores, 1998). Asian American women remain single include an interest in pursuing advanced education and the lack of an appropriate marriage partner (Ferguson, 2000).



## Self Concept

All the elements which make up a person's self. Self-concept represents how a person sees himself or herself (the sum of those subjective thoughts, feelings, and needs that a person sees as being authentically theirs). Self-concept is the nature and organization of beliefs about one's self. Self-concept is theorized to be multi-dimensional. For example, people have separate beliefs about physical, emotional, social, etc. aspects of themselves. Self-concept is inherently phenomenological, that is the person's own view of him- or herself (Wylie, 1974).

Self-concept has typically been defined in terms of the cognitive appraisal one makes of the expectations, descriptions, and prescriptions that one holds about one's self (Hattie, 1992). Coppersmith and Feldman (1974) described the self-concept as consisting of "beliefs, hypotheses, and assumptions that the individual has about himself. It is the person's view of himself as conceived and organized from his inner vantage and includes the person's ideas of the kind of person he is, the characteristics that he possesses, and his most important and striking traits" (p. 199) As such, one's self-concept provides structure, coherence, and meaning to one's personal existence. Recent definitions have been informed the conception that the self-concept is an individual's representation of all of his or her self-knowledge. (Oakes, Haslam, & Turner, 1994) argued that an individual's self-concept is, in essence, "what an individual believes he is" (p. 62).

Cooley (1902) used the metaphor of the self as mirror, or looking-glass self, to illustrate the idea that individuals' sense of self is primarily formed as a result of their perceptions of how others perceive them. That is, the appraisals of others act as mirror reflections that provide the information that individuals use to define their own sense of self. This conception of self brought to the forefront of psychological thought an emphasis on the importance of social comparisons in the development of self-beliefs. As Coppersmith (1967) wrote, "each person's self-concept, to a considerable extent, is a mirror reflection of how he has been (and is) seen by others who are important to him" (p. 201). Discrepancies between self-reports and observer reports challenge the popular notion that evaluations of self are merely the product of how others see us. Reviewed studies investigating the relationship between self-reports and the judgment of others,

and concluded that "there is no consistent agreement between people's self-perceptions and how they are actually viewed by others" (Lillemyr, 1983).

Theorizing about the self-concept has taken place in the phenomenological environment. Wylie (1974) defined as the study of critical awareness. Personal conduct is influenced by those personal meanings that each individual ascribes to their perceptions of their experiences. The concept of how a person views himself or herself is part of a whole where one's self concept is a fundamental contributor to personality (Fox, 2000). In this way, the feelings that one has toward oneself are at the core of one's thoughts and determine the development of self-concept. In this sense, Rosenberg (1979) commented that human motivation can reflect a universal tendency to maintain, protect, and to actualize one's self-concept and Whitehead (1993) indicated that motivation will depend upon one's personal cognitive evaluation, which is itself dependent upon the perception of competence that the individual has about themselves.

### **Types of Self Concept**

There are two types of self concept i.e., positive or high self concept and negative or low self concept.

#### ***Positive Self Concept***

Individual with positive self concept will aspire to leadership, are willing to receive constructive criticism, and are willing to risk more often. The person perceives himself as capable and important, and is therefore able to perform at a normal or superior level. A strong sense of identity, or certainty in self attributes promotes a sense of control over future outcomes, thus generating positive effect and confidence in self. The self concept, mental health, psychological well-being and personal adjustment depend on each individual's basic feelings to personal adequacy (Harter, 1990). He also said that people with healthy and positive or high self concepts have the ability to assess their skills and use them to meet the challenges they encounter in life in a healthy way.

#### ***Negative Self Concept***

The discrepancy or incompatibility among different areas of self concept experiences some type of psychological discomfort. People with negative or low self

concept are characterized by feelings of sadness, failure, and discouragement (Allport as, cited in Kaplan, 1984). According to Kaplan people with low or negative self concept usually generalize their failure in one facet of their life to their total self and so feels discouraged. Rosenberg (1979) pointed out that individual with negative self concept tend to have less motivation for learning and work. They are filled with a sense of hopelessness and a feeling that no one could ever love. As a result of this hopelessness social interaction decreases and the need to please others increases.

Bart (1972) suggests that, “because the most important roles for women in our society are the roles of wife and mother, the loss of either of these roles might result in a loss of self concept” (p. 172). Perhaps it could be inferred from this that the total lack of both of these roles may well result in lower self-esteem. Filling the void left by not participating in the social roles that usually define the self could cause severe identity problems among single women. If there is truth to the notion that one’s self consists of the reflected appraisals of others, what American society offers to fill the void certainly does not appear to be very conducive to the formation of positive self-concepts in single women. As both Berquaert (1976) and Adams (1976) point out, the public image of never-married women almost wholly negative in that they are regarded as failures or rather peculiar eccentrics.

Thus American society is characterized by strong and diffuse pressures toward marriage and there is evidence to suggest that the pressures are even greater for women than for men. Certainly the fact that 94% of the women over 30 in the United States are or have been married attests to the effect of the pressure. The single women saw themselves as significantly more motivated by achievement and work rewards and personal growth than the married women did. Conversely, as might be expected, the married women placed a significantly higher value on good personal relations (Spreitzer & Riley, 1974). In this regard, (Deci & Ryan, as cited in Epstein, 1973) affirmed that self concept and motivation have much in common. Motivation is an outcome that helps us to understand the different individual perceptions that take place in them about the self concept and efficacy believes. Solmon (2005) suggested that self-concept has at least three major qualities i.e., (1) it is learned, (2) it is organized, and (3) it is dynamic (Lecky, 1945).

### ***Self-concept is learned***

As far as we know, no one is born with a self-concept. It gradually emerges in the early months of life and is shaped and reshaped through repeated perceived experiences, particularly with significant others (Lecky, 1945).

### ***Self-concept is organized***

Most researchers agree that self-concept has a generally stable quality that is characterized by orderliness and harmony. Each person maintains countless perceptions regarding one's personal existence, and each perception is orchestrated with all the others. It is this generally stable and organized quality of self-concept that gives consistency to the personality (McAdam, 1986).

### ***Self-concept is dynamic***

To understand the active nature of self-concept, it helps to imagine it as a gyrocompass: A continuously active system that dependably points to the "true north" of a person's perceived existence. This guidance system not only shapes the ways a person views oneself, others, and the world, but it also serves to direct action and enables each person to take a consistent "stance" in life. Rather than viewing self-concept as the cause of behavior, it is better understood as the gyrocompass of human personality, providing consistency in personality and direction for behavior (Patterson, 1961).

Snygg and Combs (1940) defined the self concept as those parts of the phenomenal field, which the individual has differentiated as definite and fairly stable characteristics of himself. They viewed the self concept as the nucleus of the broader organization, which contains incidents and changeable as well as stable personality characteristic. Sullivan (as cited in Six & Harter, 1990) suggested that, the self arises out of social interaction. Sullivan identified the self system as an organization of educative experience called into being by the necessity to avoid or to minimize incidents of anxiety.

According to Rogers (2000), self concept is an organized configuration of perception of the self which are admissible to one's characteristics, the percepts and

concepts of the self in relation to others and to the environment. Many aspects of life that are not ordinarily felt do not have strong personal relevance (Allport, 1955). In 1982 Shavelson emphasized self development, both in normal person and psychopathology. How one perceives oneself is part of this continuous process. This process involves person's interpretations of themselves and the world about them and their anticipation of the future event.

Kelley (1955) refers to the products of the person's conscious process as constructs. These are the interpretations that the individual makes of internal and external events. He asserts that people are consciously engaged in problem solving and that their personal constructions are an important means of having order to this universe. Maslow (as cited in Khannuam, 2003) has stressed the importance of human potentiality and the presence in almost every person of an impulse toward actualizing that potentiality. Self actualization is the peak experienced during which the individual feels more integrated more fully functioning and more spontaneous and creative.

Erikson (1968) has formulated a life span theory of personality development. An individual progresses through eight sequential stages as he develops from infancy to old age. Each stage is characterized by normative crises. The manner in which an individual resolves each crisis is said to have long term effects on personality development. While, Epstein (1973) proposed the idea that a person's self concept is really a personal theory that the individual has unwittingly constructed about himself as an experiencing a functioning individual, the fundamental purpose of the self theory is to optimize the pleasure/ pain balance of individual over the course of life time. Two other basic functions are to facilitate the maintenance of self esteem, and to organize the data of experience in a manner that can be coped with effectively, for contents of the self are the physical self, the social self, the moral self, and the psychological self.

Sedalk (as cited in Khannuam, 2003) found that self concept as a person's perception of him or herself. These perceptions are formed through one's experience with and the interpretation of one's environment and are influenced especially by reinforcement and evaluation by significant others and one's attributions for one's own behavior. Social learning psychologist like Lefcourt (1978) have developed arguments about conditions in which a person sees his or her characteristics or behavior as

important factors in determining outcomes. Lefcourt explained self concept as the individual knows himself where as he narrated the self as “the individual known to the individual”. Piaget (as cited in Epstein, 1973) agrees that neonates are both without any knowledge of self but as they apply their reflexive schemata’s to the world around them things being to change. The study explored the differences and similarities in the self-concepts of single and married women. There was little difference in morale between the groups. Single women had more psychiatric symptoms characteristic of the obsessive-compulsive personality type. Although the single women valued personal growth and achievement, the married women valued personal relationships. Single women were higher on assertion and poise clusters of adjectives. The married women were more likely to identify with ascribed characteristics, kinship roles, and household activities, whereas the single women identified as self-determined (Dollinger, 2001).

Lengua, Liliana, Elizabeth, and Stormshak (2000) found that women may occupy leadership positions in the workplace, be autonomous, and also be nurturing. Similarly, men may provide childcare at home, and still remain achievement-oriented in the workplace. Results indicated that the self-concepts of male and female participants followed these traditional gender role stereotypes meaning that women "presumably, also hold negative values of their worth relative to men" (p. 293).

Froide (2005) claim that unmarried women as a group enjoyed more social and economic independence than their married sisters. Never-married woman demonstrated that there were crucial differences between the lived experiences of signal women and widows. Most notably, never-married women were far more socially vulnerable than were widows, who enjoyed social, legal, and economic privileges that were not available to lifelong signal women. In addition, Froide explained that conventional understandings of the nuclear family, revealing the central importance of sibling relationships and extended kinship networks and single women. Results suggest, first, that unmarried adults attribute being single to both barriers and choices. That never-married individual have more desire for marriage and lower life satisfaction than divorced individuals because they have lower self concept/efficacy so never-married want to marry more than the divorced (O'Brien, 1989).

Married women are healthier than single women. But the most negative health outcomes for women have been associated with those who are divorced or widowed (Falk, as cited in Bequaert, 1976). As more unmarried women embrace the challenges and opportunities that come with living alone, they are writing new chapters in self-discovery (Funk, 2004). "Many women are surprised at how learning to be alone, in the best sense of being single can lead them to better relationships, more creativity, new friendships, and a deeper sense of self and community" (p.103).

Unmarried adults are normative and statistical deviants who have been virtually ignored in social theory and research (Adams, 1976). Specifically addresses the issue of self-concept by comparing single and married women. There is too little information available to allow forth formulation of formal hypotheses about the ways in which single women develop and reinforce their self-identities or what the resultant content of these self-identities might be (Rosenor, 1990). But in another study Whiston (1993) found that women in their research samples exhibited lower confidence and expectations of their abilities toward nontraditional occupations than toward traditionally female occupations. Benjamin and Stewart (1989) found lower levels of self-efficacy and lessened work orientation in women. Hackett and Betz (1981) pointed out that women can be blocked from career opportunities as effectively by their own beliefs and assumptions as they can by the discriminatory practices of others in the labor market. While, Nevill and Schelecher (1988) found that women in their study showed a higher degree of self-efficacy toward traditionally female occupations.

Wulfert and Wanck (1993) indicate that age moderates the effect of marital status on social support such that the negative effects of being never married are greatest among the elderly. In the analyses of life satisfaction, marital status and social support are significant predictors. Moreover, social support partially mediates the effect of marital status on life satisfaction. The study examined differences in self-perceptions between single and married women. Results indicated that the single women had extremely low self-concepts, suffered from serious emotional problems, had inappropriate coping behaviors, and exhibited significant differences from the comparison group (Wylie, 1974). The single subjects, in contrast to their married counterparts, perceived themselves as undesirable, unworthy, morally bad and unhappy with their behavior, physical selves, and social relationships. The married subjects had

nominally low self-concepts, with their most negative perceptions focused on their moral ethical selves. Their most positive feelings were expressed about family relationships (Zongker, as cited in Zeldin & Pajares, 1994).

Abreu, Goodyear, Campos, and Newcomb (2000) found that the divorced women have lower self-confidence than married and single women. Pearlin (as cited in Pettigrew, 1981) found that married persons are better adjusted than singles. Schultz (1991) found that married women of all ages have a longer life expectancy than single persons. There is controversy concerning married versus never married person regarding psychological disturbances as well as other aspects (Zeldin & Pajaras, 1994). In his review of research reported that the never married showed lower symptoms rates of psychological disturbance and were likely to be users of psychological drugs than married persons. The greatest number of important admissions to psychiatric facilities involved married persons. However, the greatest number of never married women face less psychological disturbance (Bryan, 1986).

In another study, Riedle (1991) found no significant difference between married and never married older women on self concept. In another study (Goode, 1960) found that single men and women were similar to the married persons in terms of loneliness and satisfaction with life. Martin (1987) proposed that women, who remain single, demonstrate lower feelings of ego deficiency but showed better overall adjustment. Baker (1968) found no significant differences in terms of personal and social adjustment between never married and married women. Stein (as cited in Gardner, 1973) proposed that the lesser adjustment of the unmarried does not result from failure to marry as such, rather represents the toll paid by singles that live in society with rigid social morals that view singles as deviants, as unstable and incomplete. Personal and social identity of unmarried persons is demigod by the lack of social definition of and support for a single life-style (Spears as cited in, Martin 1987). Older women reported significantly lower subjective well being and less positive self-concept than the younger group (Williams, 1997).



## **Self Efficacy**

Self-efficacy is belief in one's capacity to succeed at tasks. General self-efficacy is belief in one's general capacity to handle tasks. Specific self-efficacy refers to beliefs about one's ability to perform specific tasks (e.g., driving, public speaking, studying, etc.). Efficacy beliefs are highly predictive of behavior; whereas the effect of the self concept is weaker and equivocal (Marsh, Relich, & Smith, 1992). Self concept loses most, if not all, of its productiveness when the influence of perceived efficacy is forced out (Mead, 1963). Such findings suggest that self concept largely reflect people's beliefs in their personal efficacy. One's sense of self is acquired and influenced by social interactions and experiences.

The conceptual and empirical differences between self-efficacy and self-concept are not always clear to researchers or in research studies. Some authors use the terms synonymously; others describe self-concept as a generalized form of self-efficacy; still others argue that self-efficacy is simply a part, or a kind of self-concept (Eisenberg, 1996). But the difference between self-efficacy and self-concept beliefs is not cosmetic. Self-efficacy is a judgment of the confidence that one has in one's abilities; self-concept is a description of one's own perceived self accompanied by an evaluative judgment of self-image and worth (Moller, 2002). Because self-concept beliefs involve evaluations of self-worth, self-concept is particularly dependent on how a culture or social structure values the attributes on which the individual bases those feelings of self-worth. Self-efficacy beliefs are not as tightly bounded by cultural considerations (Hill, Smith, & Mann, 1987).

Schunk (1996) found self-efficacy and self-concept represents different views of oneself. When individuals tap into their self-efficacy or their self-concept beliefs, they must ask themselves quite different types of questions. Self-efficacy beliefs revolve around questions of "can" (Can I write well? Can I drive a car? Can I solve this problem?), whereas self-concept beliefs reflect questions of "being" and "feeling" (Who am I? Do I like myself? How do I feel about myself as a writer?). The answers to the self-efficacy questions that individuals pose to themselves reveal whether they possess high or low confidence to accomplish the task or succeed at the activity in question; the answers to the self-concept questions that individuals pose to themselves reveal how

positively or negatively they view themselves, as well as how they feel, in those areas. Marsh (1990) differs markedly from a self-efficacy question that may begin with "How confident are you that you can successfully solve the following problem.

Self-efficacy beliefs are especially sensitive to contextual variation in a particular task or activity. Our driving self-efficacy, for example, may change depending on whether we are driving through a country lane or maneuvering through heavy city traffic, or whether we are driving an automatic transmission or a 5-gear stick shift, an automobile or a recreational vehicle (Eachus, 1994). Although self-concept beliefs can be domain-specific (e.g., mathematics self-concept, social self-concept regarding peers), in current research these beliefs are not assessed at task-specific levels, but self efficacy is assessed overall in general with relation to self concept. Self-efficacy and self-concept theorists have each emphasized the need to keep the contextual nature of these self-beliefs in mind when conducting investigations (Beane, 1991).

Because confidence is considered an integral component of an individual's self-concept, self-efficacy beliefs are often viewed as requisite judgments necessary to the creation of self-concept beliefs. Clearly, judgments of confidence are a critical component of an individual's sense of self, as are judgments of self-worth. Indeed, one's self-concept encompasses the totality of self-beliefs that an individual holds (Schunk, 1983). Self-efficacy and self-concept beliefs are each related (Hansford & Hattie, 1985).

According to Bandura's (1986) social cognitive theory, self-efficacy beliefs influence the choices people make and the courses of action they pursue. Individuals tend to engage in tasks about which they feel competent and confident and avoid those in which they do not. Efficacy beliefs also help determine how much effort people will expend on an activity, how long they will persevere when confronting obstacles, and how resilient they will be in the face of adverse situations (Schunk, 1981; Schunk & Hanson, 1985; Schunk, Hanson, & Cox, 1987). Beliefs of personal competence also help determine the outcomes one expects. Individuals who are confident anticipate successful outcomes (Miura, 1987).

A strong sense of efficacy enhances personal sense of self, human accomplishment and well-being in countless ways. Confident individuals approach difficult tasks as challenges to be mastered rather than as threats to be avoided. They have greater interest and deep engrossments in activities, set themselves challenging goals and maintain strong commitment to them, and heighten and sustain their efforts in the face of failure. High self-efficacy helps create feelings of serenity in approaching difficult tasks and activities. Conversely, people who doubt their capabilities may believe that things are tougher than they really are, a belief that fosters stress, depression, negative self perceptions and a narrow vision of how best to solve a problem (Shakeshaft, 1989).

The parents and caregivers provide experiences that differentially influence children's self-efficacy. Home influences that help to interact effectively with the environment positively affect self-efficacy (Bandura, 1997). Initial sources of self-efficacy are centered in the family, but the influence is bidirectional. Self-efficacy suffers in homes in which novel activities are discouraged. Bandura asserts that self-percepts of efficacy highly influence whether people believe they have the coping strategies to successfully deal with challenging situations.

Self-efficacy focuses on the extent to which people are able to produce and regulate events in their lives and is associated with self expectations. Benjamin and Stewart (1989) found no differences in the sense of self-efficacy between Black and White women related to socioeconomic status and family composition, in the high and medium high socioeconomic status women have lower self efficacy than women in low socioeconomic status (Bickel, 2004). He also suggested that unmarried women have high self efficacy than the married women. He found that the results provide direction for identifying women with low levels of self-efficacy and highlighting areas that might help enhance self-efficacy in women (Wulfert & Wanck, 1993). The study showed that self-concept and eating self-efficacy were associated with social support in married and unmarried women. In another study Barbara and Barbara (2004) found the positive and higher self efficacy among non abused then abused women.

The professionally employed unmarried women were significantly higher on self efficacy than non professionally employed women (Messias, as cited in Murphy,

Cover, & Owen, 1989). According to them, occupying multiple roles is thought to increase the women's chances to learn, to develop self efficacy to build social network open access to informational, instrumental and emotional support, and to buffer life's stresses and strains. Playing multiple roles also provides cognitive cushioning and alternative sources of self efficacy and gratification when things go poorly in one's life domain. A women who have a strong sense of efficacy to manage the multiple demands of family work and are able to get their husbands' experience a positive sense of self (as cited in Wulfert & Wanck, 1993). Never-married and non employed older women have lower self-esteem and efficacy believes than other women. Older respondents reported lower health control, self-efficacy, and self-esteem. Less education, more physical impairment, poorer global health, less empathy, and less introspectiveness explain about 43% of age's negative association with health control and more than half of its negative association with self-esteem. In addition, age is associated more negatively with self-efficacy among the disabled (Thompson, 1965).

Professionally married employed women hold multiple roles may be better at coping or less susceptible to psychological distress, and women who have fewer roles may be more psychologically vulnerable and drop or lose roles. Holding more roles is associated with higher self efficacy (Paula, as cited in Collins, 1982). Higher self efficacy and esteem among professional working women as compared to unemployed could be due to the fact that these women would think something positive such as higher status and economic independence in an opportunity to work outside the home. A feeling of contributing to the welfare of their families as well as society might enhance their self efficacy believes (Taylor & Spencer, as cited in Collins, 1982). In a study Taj (2004) found that there is a significant difference among working and non working women on extroversion, openness, agreeableness, and conscientiousness. She also explored that high education affect the differences in personality traits of working and non working women. But age was not significantly correlated in that regard.

### **Status of Women in Pakistan**

Pakistani society is a male dominated society where women are the centre of attention in life but this society also considers women as no more than secondary citizens which is perhaps due to the traditional norms prevailing in the whole society.

The role and status of Pakistani women in all walks of life has been highly undermined. However, over the years this scenario has changed and the awareness of woman's abilities, her rights and her status has reached almost all parts of Pakistan which is an underdeveloped third world country (Alavi, 1991).

The prescribed role of women in Islam is often argued to be a major determinant of women's status in Pakistani society. Women are viewed as wives and mothers. Whereas economic provision for women is the responsibility of men, women must marry and reproduce to earn status. A paradox arises, in terms of the definition of status because women are rarely given the autonomy to make their own choices about whom to marry and when, how many children to have, whether to work, and whether to observe purdah (Burki & Craig, 1991). Women who work outside the home generally widowed, separated or facing significant financial needs in the household. Very few worked out of choice and the majority stated that they would give up work if their financial situation improved. Only certain occupations are viewed as desirable and respectable for women. Teaching and practicing medicine are viewed favorable but not factory work. Thus enhanced status is associated with higher status jobs only (Bano, as cited in Alavi, 1991). When a young woman reaches maturity her family is usually under pressure to arrange marriage as soon as possible. However some educated women engage in employment before marriage. Although the reasons for delaying in marriage may be multifarious including lack of suitable spouse, insufficient dowry, differences in sects, cast, socioeconomic status and many cultural norms and old traditions held by the orthodox mind set of the society. Thus the delay is voluntary or involuntary, can lead to some emancipation of women via education or employment. And such opportunities may influence their marriage and perception of people about them (Dahl, 1997).

Married working women have by far greatest problems coordinating their occupation with reproductive tasks because they are the daughter-in-laws and are expected to do most of the reproductive work, even when there are other women (mother-in-law, sister in-law). As a consequence reproductive work is hardly recognized and women are left with the double burden of handling most of the reproductive work of the whole family, attitude of husbands' and family regarding job. The extent to which women are involved in daily decision-making within the family

appears to be based on objective circumstances which are not generalizable (Waheed, as cited in Mumtaz, 1987).

The status of working women in Pakistan depends to which class they belong. Those women who are educated and belong to well off families are more respectable in the society as compared to those women who are working in somebody's house or factories and on lower ranks. Poor sweepers in the hospital can never get the status of lady doctor. Although women are now working in every field of life but educated women belonging to some respectable occupation have the higher social status in society (Rahila, as cited in Alavi, 1991).

Marriage is very essential element in the life of every individual and people have certain perceptions about marriage that how, why, when, and to whom it should be done, and some time whether it should be done or not. In collectivist cultures like Pakistan marriage is a social process it involves the whole family and the community as well rather than the two individuals. So if an individual remains unmarried for their whole life. He/she has to face a different kind of perception regarding her/ himself by the people and society. But when the individual is women then it becomes graver issue because the gender related roles and expectations contribute in the severity of the issue.

A "marriage to the Quran" is clearly the product of a society where women are the property of men, and where the nature of that relationship, as defined by the Quran, is enshrined as the divinely determined order of things, and thus highly resistant to change. The tradition under which a woman is 'wed' to Quran is known as 'Haq Bakshish', which literally translates into giving up the right to marry. Families use Haq Bakshish to prevent property leaving the family when a girl weds someone who is not a relative. A woman, who can now never wed a man, spends most of her time studying the Holy Quran or stitching. She is a 'Hafiza', or one who knows the Holy Quran by heart. The Haq Bakshish tradition, most common in Sindh province, but also followed in parts of the Punjab province, is most often practiced by feudal families, often 'Syeds'. Syed families are often reluctant to allow women to marry into non-Syed families, in a kind of a caste system that sees such families as being lower in status. Syed families are those who claim to be descendents of Holy Prophet (P.B.U.H) through the marriage of his daughter, Fatima, and Ali ibn Abi Talib, the fourth of the

"rightly guided" caliphs to Sunnis. Moreover, in cases when no match deemed suitable exists within the family for a young woman of marriageable age, rather than have property leave the family when a woman weds outside it and takes her share of the property with her, it may be decided to preserve it by marrying her to the Holy Quran (Mumtaz, 1994).

### **Single Women in Pakistan**

It is very hard for a single woman to live alone both in urban and rural areas. It depends on age, class, education, and urban or rural setting. Young unmarried/divorced women in all classes in urban areas find it difficult to live alone. They can not get apartments rent. If they own a property, they can more conveniently opt to live alone but again there is social pressure around them and they have to face all kinds of gossips, stereotypes, and scandals. In such case, age is their biggest problem. Older women can live alone but still they feel insecure socially and physically. We do have examples now in the big cities where highly educated and economically independent women opt to live alone but their percentage is very low. In the rural areas they mostly live with joint family even if they do not get along with them (as cited in Qidwai, Waheed, Ayub, & Azam, 2008).

Single women living alone also have to look for livelihood options (e.g. paying for house rent etc.) and in instances where they do not have appropriate qualifications, they are trapped in the vicious cycle of cheap labour and often face sexual harassment. But within present contexts, the majority of young educated women from remote areas come to main cities for better employment opportunities. They face a number of challenges including lack of working women hostels, procedural complications in getting admission and negative societal attitudes towards these women hostels (Ahmed, as cited in Dawood, 2008).

The quality of life depends upon the circumstances, location, and socio-economic, educational and professional status of the single female. Generally, it would be accurate to say that single women are rarely able to live on their own without a male member of the family in Pakistan. Reasons for this are numerous but they primarily stem from custom and culture that requires a woman to have a male family member to

be in a protective and supervisory role (Akhtar, 1992). Society also frowns upon women living on their own and would not help the reputation of the single woman. You may find one in a million single woman who has the means and can live in a big city with helpers, etc. to assist and protect her. This of course is a minority and an exception rather than the rule. It is rare for single women to live alone in Pakistan mainly because of security concerns and social constraints (Afshar, as cited in Dawood, 2008).

"A single working woman in Pakistan has almost always invited criticism." The women, who openly defy the status quo, can often find themselves demonised, sneered at, and even feared. Almost all feel that society at large, and men in particular, are intimidated by them. Aaminah Haq a famous model says "My career has definitely impacted my marriage prospects." And in most cases, a single career woman's standing at work is continuously questioned. And according to Mahreen Khan, ex-anchor of BBC's Question Time Pakistan, "A single female is always eyed with a certain amount of curiosity. I could have just announced that I had won the Nobel Prize, but it would not matter. 'When are you getting married?' they still ask" (as cited in Qidwai, Waheed, Ayub, & Azam, 2008).

It is little wonder then that despite their visible profiles, some single, working women, prefer to remain strictly ambiguous about their marital status. "I jealously guard my privacy," says one. "When men find out I am single, they automatically think I am easy. When I walk in, I do not want my baggage to walk in front of me. Society should judge me solely on the basis of my professionalism, not my private life." Among the many women who rather not go publicly with their personal lives, however, there are the few who are not reticent about letting the skeletons out of their closets rattle as they may. Says Salma Ahmed, a single, successful, business woman industrialist says "there is no point lying about my life. I do not care if people judge me" (Dawood, 2008).

In a patriarchal society like Pakistan, there may be various causal factors of the said issue including personal, social, economic, psychological, and cultural. A Pakistani woman has to face many gender base stereotypes regarding the physical appearance i.e., height, age, complexion, education since childhood to the time of marriage. She has to be a fit person under the profile of good girl who is very submissive but very active regarding the household activities. For most of the women/girls, it is not their own



conscious decision to remain unmarried but it is imposed and selected by others and some time situational as well. But when due to unavoidable factors she has to take that role she becomes the target of being unmarried. Due to the rapid materialization and some times certain economic pressures she goes to the outer world of her home then people relates many negative connotations about their personality. But on the other hand if she is by choice highly educated, working, independent and able to meet the hardships of her life efficiently and people recognize her competency, autonomy and independence then the whole situation and perception is different. But some time still these attributes becomes a challenge and doubt for her and socioeconomic status is very important in this regard. These kinds of negative and subjective biases might be the main source of stereotypes about unmarried working women.

As unmarried women or single hood is attached with negative social perceptions. To eliminate these kinds of perceptual notions and to better understand the issue of single hood or unmarried women the first effort would be to explore and understand this social and global issue under the cultural influences. Present study is conducted with regards to gender on unmarried and married working women in Pakistan to explore, elaborate, describe and understand the perception of people about these women, the self concept and self efficacy believes of these women is also studied. Pakistan is patriarchal society where man is considered a head and a breadwinner. In general various religious explanations are also used to keep this status quo maintained. Women are more deprived and degraded due to socioeconomic factors. Discriminatory laws and various inequalities in the access to education, employment, decision making and healthcare, created hindrance for women from participating actively in all spheres of life. Numbers of studies have conducted on gender related issues to see its relationship with other variables, such as rape myths, divorce, domestic violence, sexual harassment, honor killing, and relationship of ambivalent sexism, gender stereotyping and the sexual harassment (Ahmad, 1999; Anila, 1992a; 1992b; Hassan, 1996; Kamal, & Saqib, 2004; Shafiq, 2004). But there is no known research related to the stereotypes of unmarried working women. So the present study is just an initiatory step in this aspect. In the literature of the present study different terms for unmarried working women i.e., unmarried women, single womanhood, single hood, never married, spinsters/spinsterhood and unmarried working women is used interchangeably but overall the word unmarried working women is used.

In Pakistan as there is no known study has been done involving the perception of others (stereotypes) and the perception of self concept of unmarried working women as compared to the married working women. And the adjective checklist as a medium of measurement is also sparse. But Hassan, Farooqi, Naheed, Khan, and Khan (1982) used the UACL to study the psychological profile of rural women in which the component of self concept was an important dimension and was measured by 65 adjectives empirically yielded highly positive or negative values. Shafiq (1987) conducted a comparative study on the self concept of Heroin addicts and non Heroin addicts using the full length list of 160 adjectives. In (1987) Ashfaq studied the differences in personality variables and level of anxiety in female patients with conversion reaction and females with other neuroses. Tariq (1991) used for the comparative psychological profile of professional and non professional criminals in Pakistan. Tahir (1994) studied the impact of imprisonment on self- and social self of drug traffickers and their attitude towards law. Tallat (1995) conducted a study on schematic impact of information processing and its effects on impression judgment. In (2003) Khanum used the UACL to study the relationship of self concept and self esteem among destitute and non destitute women. In (2004) Parvez studied the actual and ideal self concept of Hijras by using the self concept scale derived from UACL. In the present study self concept perception and the perception of others (stereotypes) and self efficacy of unmarried and married working women were studied. The stereotypes about unmarried working women as compared to the unmarried working among students were also studied.

### **Rationale of the Study**

Marriage is a social, cultural, and religious obligation for every individual either male or female in many societies. After reviewing the literature related to gender it is stated that Women are often expected to occupy a number of roles at the same time as a wife, mother, homemaker, employee, or caregiver to an elderly parent (Creswell, 1998; Peach, 1998). Meeting the demands of so many roles simultaneously leads to stressful situations in which choices must be prioritized. Women are often forced to choose whether to pursue or further a career versus whether to devote more time to home and family. Traditional femininity is defined as being nurturing, supportive, and assigning high priority to one's relationships. Women are expected to be emotionally expressive, dependent, passive, cooperative, warm, and accepting of subordinate status in marriage and employment. Competitiveness, assertiveness, anger, and violence are viewed as

unfeminine and are not generally tolerated as acceptable female behavior (Amato & Booth, 1991). Non married individuals differ from their married counterparts in daily routine, living arrangements, social and emotional experiences (Kessler, 1982). Single hood may have pervasive and enduring influences on various aspects of life, including financial, social integration, physical and mental well being (Adams, 1971; Cove, 1998; Crawford, 2000; O'Brien, 1973; Ross, 1995).

In a patriarchal society like Pakistan the ultimate and most demanding role for women is to get marry as soon as possible and lead a family life with children. It is not only a societal, cultural norm and tradition. But “the concept of spinster does not exist in Islam. The Arabic word “aanes” is used to refer to a female camel who has reached old age. Muslim women can get married at any time regardless of age. However, Islam encourages early marriage as a way to complete half of his/her religious duties.” Getting married and having children is both a pleasure and a duty that completes one’s womanhood (Qubaisi, as cited in Haitham, 2006). Our religion Islam recommended that, young men and women must get married as soon as possible, and they should not deprive themselves from their desired happiness and success due to make their future and career first, because Allah says that which translates as: “And marry the unmarried among you and the righteous among your male slaves and female slaves. If they should be poor, Allah will enrich them from His bounty, and Allah is all-encompassing and knowing” (An-Noor, 32, as cited in Oakes, Haslam, & Turner, 1994). When by virtue of some hard facts and problems of life some one deviate from these religious and cultural norms and he or she does not get marry for his or her whole life then this becomes an issue of being unmarried. But some times this unusual situation affects the human life to the extent that the other people relates and associates many negative connotations, myths, and stereotypes about these people. This study will be conducted to study and explore this social issue and the negative perception that people relates and associate with never married or unmarried working women as compared to the married working women. As there is no known research that has examined the issue of unmarried as compared to the married working women and about their lives in Pakistan, the present research would contribute to our understanding of this issue, and hopefully it would be a useful effort in relation to social and gender psychology to explore and understand this issue especially in a Pakistani cultural context. So the present study is conducted to find out the perception of self concept as compared to the perception of others in the form of (stereotypes), and self efficacy of married and unmarried working women. This study

will also explore and describe the perceived personality characteristic called stereotypes about the married and unmarried working women among students.

This study will provide us an insight, information, knowledge, and direction to explore the psychological and social issues related to the unmarried working women in Pakistani culture especially, as they face all evils on this guilty earth. As it is our common observation that married women are protected under the umbrella of marriage at home, at work place and in the society as a whole as compared to the unmarried women. This is the common thinking of people that being married they can take liberty to do anything because their husbands are the eventual authority to whom they are accountable for their doings. But on the other hand an unmarried girl/ woman has to fulfill all the perceptual expectations set by the society like she should dress, conduct herself, behave and talk submissively. So if an unmarried woman does not fulfill these criterias. She is stereotyped by the people. According to the personal observation of the researcher, it is noted that if an unmarried working women wears “dupatta”, she is shy, less talkative, and has some degree of interaction with male colleagues she is considered as good girl and nice girl, as well as the law throws around such type of pardha nasheen women/ girls a special cloak of protection. But on the other hand for a married working woman people think that she is married now she can do what she likes to do. And this orthodox mind set and traditional mind set is also encouraged by many indigenous male and female writers. The most commonly available Urdu literature like the most famous novel *Miratul Aroos* written by Depty Nazir Ahmad, and many other contemporary writers like Hseene Moen, Amara Ahamad; also emphasis on the gender stereotypical roles for a women especially through their writings. Media especially TV dramas and radio programs are also main factor towards developing the gender biased appropriate and inappropriate roles for men and women. The media strategies during the last decades especially during the seventies and eighties were implemented according to the traditional societal norms and customs prevailing in the society, and the roles for women were design and conceived under the strict paradigms of gender and cultural expectations. This is all because of the conservative mind set of the society/ traditionalists. And because we attribute people on the bases of first impression and we hardly make our conscious effort to see the situational or environmental factors behind the different or undesirable behavior of people. The other reason might be that we generalize on the bases of one event and we form our own judgments and then we give references to others, the negative generalization may help to form the stereotypical thinking about the unmarried working women as compared to the married working

women. Another possibility might be that when a woman deviates the social and cultural norms and does not follow the gender role pattern she becomes a target of many unrealistic taboos and labels. To explore this issue in detail we are going to study the stereotypes about unmarried working women as compared to the married working women, their perception of self concept and the perception of others (stereotypes) and self efficacy is also studied. Some demographic are also included in the study. Results would show and reveal many facts to understand the discernment of self concept and perception of others (stereotypes) about the unmarried and married working women and to explore the self efficacy of married and unmarried working women. The research findings would help the gender experts and professional to identify the associated stereotypes about the unmarried working women as compared to the married working women in a Pakistani society in detail.

Feminist theory attributes culture based gender relational patterns, and patriarchal social patterns (Adams, 1988). From a feminist perspective, the historical background of religious as well as legal perspective of the relationship between men and women are inherited in today's society and culture (Dutton, as cited in Adams, 1988). When we talked about the single hood its both for men and women but women suffers a lot through out their lives because when they are working they have to face and gone through the stereotypical stigmatization, negative myths and self images (Haskell, 1988; O'Brien, 1973; Peach, 1998). There are several reasons for conducting this research. As there is no known research conducted on unmarried working women as compared to the married working women in Pakistan. Through review of the existing research on the issues of single hood it is apparent that the focus of the research on unmarried working women has been on the western culture, specifically (King, 1993; Stake, 2000). Thus, there is a relatively limited amount of research related to this topic and hardly any one in Pakistani context. Although we are not going to study the casual relationship between variables of the present study. But this would be a first attempt to understand, explore the issue of single hood or remain unmarried as a first step in this aspect and with regards to gender. It is also important to understand the factors that may influence and contributes to the stereotypes related to unmarried working women as compared to the married working women especially in Pakistan. The drawbacks of single hood focused on loneliness and the absence of a social support network, which took on particular importance as the women experienced increasing age and disability. So the present study is an exploration effort in this regard as well.

## RESEARCH DESIGN

The present study employed a qualitative and quantitative research design. In the present research three variables were studied. These variables were (1) Stereotypes (2) perception of Self Concept and perception of others in terms of stereotypes (3) and the Self Efficacy of unmarried and married working women. The present study was completed in following three studies:

**Study. I Qualitative Research based on (Focus Group Discussions and Open ended individual interviews) to get the Cultural Understanding of the Issue studied in the present research.**

Qualitative methods have become more widely accepted and used in psychological research. The combine use of these qualitative methods with quantitative methods is more common in psychology over the past century with the intentions to explore, describe and understand the in dept nature of any issue. And the use of both methods is acknowledged as valid and valuable regarding the socio- cultural context. It is not simply advantageous but actually necessary to psychologist to use both qualitative and quantative methods in order to gain a complete understanding of the issue and humans (House & McDonald, as cited in Willing & Rogers, 2005). Qualitative methods also give thick data about individual experience. The qualitative methods are also suitable for inquiring in to subjective meanings of the topic of inquiry in the socio-cultural context. However by using both methods it is possible to arrive at a richer and more complete description of the phenomena (Willing & Rogers, 2005). These were the basic assumption behind the combine use of qualitative and quantitative methods while conditioning the present research.

Study I was completed in three parts. Part I comprised of literature review in order to understand the issue of unmarried/ single hood. Part II comprised of four focus group discussions to explore the stereotypes about unmarried working women as compared to the married working women. While part III comprised of four open ended qualitative individual interviews. These interviews were also conducted to explore the

issue to be studied in the present research i.e., stereotypes about unmarried working women as compared to the married working women.

### **Study. II Stereotypes about Unmarried and Married Working Women among Students**

The study II explored the stereotypes about unmarried working women as compared to the married working women among university students. Positive and Negative Stereotypes Scales of Urdu Adjective Checklist (UACL) developed by (Ansari, Farooqi, Yasmeen, Khan, & Farooqi, 1982) was used to measure the stereotypes about unmarried working women as compared to the married working women.

### **Study. III The Perception of Self Concept and Perception of Others, and Self Efficacy of Unmarried and Married Working Women**

This study of the present research was aimed to measure the perception of self concept as compared to the perception of others it terms of stereotypes, and the self efficacy of unmarried working women as compared to the married working women. Positive and Negative Stereotypes Scales of (UACL) and Generalized Self Efficacy Scale (GSEC) developed by (Jerusalem & Schwarzer, 1992) and recently translated by Nawaz (2004) was used to measure the perception of self concept and perception of others, and self efficacy of unmarried working women as compared to the married working women.

**STUDY. I QUALITATIVE RESEARCH BASED ON (FOCUS  
GROUP DISCUSSIONS AND OPEN ENDED INDIVIDUAL INTERVIEWS)  
TO GET THE CULTURAL UNDERSTANDING OF THE ISSUE STUDIED  
IN THE PRESENT RESEARCH**

The study I was aimed to explore and to get the information on stereotypes about unmarried working women as compared to the married working women. The second aim was to get the in depth knowledge of the issue to be studied in the socio-cultural context. To meet this objective of the present study the four focus group discussions and four open ended interviews were conducted. In order to understand and explore the said issue the researcher went through the following three parts in the study I of the present research.

Part I: Literature Review to Explore the Issue to be studied in the present research

Part II: Focus Group Discussions.

Part III: Open Ended Individual Interviews.

**Part I: Literature Review to Explore the Issue Studied in the Present Research**

In order to know and understand the personality stereotypes about unmarried working women as compared to the married working women, the existing literature related to the said topic was extensively explored and studied through the extensive browsing on internet, exploration from books, and journals articles from various sources. The available literature helped to identify the stereotypes related to the unmarried working women as it was found that unmarried women were considered abnormal, pitiful, unfulfilled and their prolonged virginity is a suspect (Adams, 1971; Baker, 1968; Bickel, 2004 & Peach, 1998). While it was also found that unmarried working women were more independent, high on personal growth, more upwardly and mobile both educationally and professionally (Epstein, 1973).



## **Part II: Focus Group Discussions**

After reviewing the existing literature on the said issue of the present research. The four focus group discussions were conducted to explore the topic of the present research in a Pakistani culture. Though after the detailed literature review it was found that unmarried working women live with different stereotypical images but these findings were found in western culture where unmarried women were called “spinsters” that is a legal term (King, 1993). But to explore the perceptions, feelings, and the opinion of people in Pakistani culture, four focus group discussions were carried out. Because focus group discussions provides the descriptive and exploratory information that is required to the researcher (Krysik & Finn, 2007). So in the present study the discussions were arranged with students, workers/ employees and the social science researchers.

The size of the focus group was limited for 8 to 12 participants. In each focus group the researcher welcomed and thanked the participants for their participation. Then they were informed about the objective of the focus group discussion, including the topic, and the importance of their opinion, information and ideas about the topic. During the discussion it was consciously taken into consideration that each participant should get an equal opportunity to express his/her views regarding the concerned issue. The time period for each focus group was from one to one and half hour. The detailed notes were taken by the researcher herself and the facilitator so that if some details were missed by the researcher the facilitator could note carefully and secondly to avoid the biasness. The focus group discussions were carried out around certain question by using the focus group guide.

### **Focus Group Guide Line**

In order to conduct the focus group discussions, it was felt that the there should be a structure format of the discussion to avoid the wastage of time and other inconvenient factors that may happen during the discussions. So the focus group guide line was prepared (See Appendix A). The focus group guide line was consisted of 6 questions. The questions were general in nature just to explore the opinion of people about the said issue. The order of the questions was general to specific. The specific set

of questions was made in order to get real and detailed information about the concerned issue. The focus group guide line was prepared in Urdu language just to avoid the inconvenience of the participants regarding the language difficulty.

## **Procedure**

Total four focus group discussions were conducted two were arranged at Quaid-i-Azam University Islamabad and rest of the two were conducted at Ministry of Women Development. The participants were approached individually from different departments of Quaid-i-Azam University Islamabad and Ministry of Women Development. Their verbal consent was taken before including them into the focus group discussion. They were told it is up to their own willingness if they want to participate in the focus group discussion. And only willing participants were included in the focus group discussions. Before starting the formal discussion a brief introduction session of the researcher, facilitator, and the participant was done in order to get rapport with the participants. Then they were given the formal instructions about the issue of the discussion. The participants were told that they are all free to participate and shared their views. All the relevant and concerned information was noted by the researcher and the facilitator as well. All four focus group discussions were conducted in Urdu language in order to get frequent response. There was not found any inconvenience during the discussions. At the end of the discussion the session was adjourned with the words of thanks and acknowledgement for the cooperation and participation of the participants. The same procedure was followed for each focus group discussion.

## **Focus Group 1**

The first focus group was conducted at the Quaid-i-Azam University of Islamabad.

### ***Participants***

The first focus group was consisted of 10 participants. They were M.Sc and M.Phil student at Quaid-i-Azam University, Islamabad. Their age range was 20 to 25 years with mean age 23.13. Out of 10 (men = 5) and (women = 5). They all were unmarried.

### ***Findings***

At the end of the focus group discussion all the information gathered by the researcher and the facilitator was analyzed. Numbers of stereotypes in the form of adjectives were found about the unmarried working women as compared to the married working women. Urdu is the National language in Pakistan and every one can easily express his or her views conveniently in Urdu. So the focus group discussions were conducted in Urdu language to understand the nature and content of stereotypes with reference to Pakistani cultural. Because the stereotypes are often language biases. In order to get the crux, true and real response language plays an important role. All the stereotypes found about unmarried working women were negative personality traits in general and on the other hand people reported positive stereotypes about married working women like for unmarried working women participants reported that unmarried working women are proud, moody, isolated, unattractive, ruthless, childish, harsh, freedom oriented, introvert, critical, attention seeking, religious, aggressive, immature, angry, insecure, unsatisfied, authoritative, alone, disorganized, mad, and short heighted. Some of the participants were very direct and biased in their approach about the unmarried working women. While on the other hand when the participants were probed by the researcher to explain the personality of the married working women they said that married working women are not like that they are very humble, relationship oriented, sacrificing, kind hearted, satisfied, family oriented, and mature. The personality traits used by the participants to describe the personality of married working women were comparatively positive in general.

### **Focus Group II**

The second focus group was also conducted at the Quaid-i-Azam University of Islamabad.

### ***Participants***

Second focus group was consisted of 8 participants. They were again M.Sc and M.Phil students at Quaid-i- Azam University. Their age range was 20 to 34 years with mean age 25.12. Out of 8 (men = 5) and (women = 3). They all were unmarried.

### ***Findings***

After the second focus group discussion the information gathered by the researcher and facilitator was also analyzed carefully in order to extract the stereotypes about unmarried working women as compared to the married working women. And at the end numbers of stereotypes about unmarried working women were found some of them were also similar with the findings of focus group I. As the participants reported that unmarried working women were arrogant, stubborn, biased for men, over confident, self centered, bad looking, rigid, selfish, independent, though it is a positive trait in general but in a Pakistani society due to gender role attitude and gender socialization the acceptance of women being independent is very rare. On the other hand the married working women were described as soft, simple, less freedom oriented, confident but not over confident, realistic, more patient, contented, happy, sincere, and loyal to others.

### **The focus Group III**

The third focus group was conducted at the Ministry of Women Development Islamabad.

### ***Participants***

The third focus group was consisted of 12 participants. The participants were taken from the ministry of women development; they were employees at the ministry. They were all graduates and post graduates. Their age range was 24 to 30 years with mean age 24.25 Out of 12 (men = 5) and (women = 7). They all were also unmarried people. The reason for conducting this focus group with the employees was that they were working at the gender division. The focus of the ministry was to eliminate all kind of discriminate against women and to deal with various issues pertaining to the women growth and development including harassment, violence against women, and for the rights of women in the country. And secondly they were directly exposed to the married and unmarried working women as they were also working with many married and unmarried working women at the ministry at that time. The purpose was to obtain real and true information, so it was also felt that these employees must had the interaction and experience with the unmarried working women. As it was also observed by the researcher that some of the working women at the ministry were unmarried at the age of 45 and above at that time. So this discussion was done in order to get their real and

observation base information regarding the personality of the unmarried working women as compared to the married working women.

### ***Findings***

After the third focus group discussion many personality stereotypes about unmarried working women as compared to the married working women were found. Many of the stereotypes were also consistent with the focus group I and II. After analyzing all the information numbers of stereotypes were found including, aggressive, stubborn, an unmarried working women has limited desires in life, in tolerant, proud, alone, achievement oriented. On the other hand participants reported that married working women are humble, satisfied, homely, friendly, and flexible in their approach, tolerant, secure, and more sensible as compared to the unmarried working women.

### **Focus Group IV**

The fourth focus group was also conducted at the Ministry of Women Development Islamabad.

### ***Participants***

The fourth focus group was consisted of 10 participants. The participants were taken from the ministry of women development; they were employees at the ministry. They were all up to matriculation. Their age range was 24 to 35 years with mean age 26.25. Out of 10 (men = 9) and (women = 1). Out of 10 two of them were married rest of the eight were unmarried. The reason for conducting this focus group with these employees was that they were the people who mostly interact and work with and under the supervision of unmarried working women. And it was felt that they may have more information about the personality and attitude of unmarried working women as compared to the married working women.

### ***Findings***

After the fourth focus group discussion the information was analyzed in order to know the stereotypes about unmarried working women as compared to the married working women. And it was found that the participants of fourth focus group discussion

were more biased and they have more intense attitude and opinions regarding the attitude and personality of unmarried working women as compared to the married working women. During the discussion it was also found that some of the participants were reported that unmarried working women start fighting with them if they did not follow their instruction in terms of professional responsibilities. The reason might be the low level of education, personality type, group influence, their own biasness and they might be generalizing the one event or the attitude of one unmarried working women. Although the stereotypes found were almost similar to the findings of focus group I, II, and III but the approach and the way of communication of the participants were different. And they also reported the unmarried working women in terms of negative traits including; superficial, critical, aggressive, proud, independent, over confident, competitive, inflexible, insecure, dissatisfied, angry, less patient, intolerant, immature, attention seeking, and selfish. The participants were very direct in their approach while describing the personality of unmarried working women. While they reported that married working women are more patients, flexible, sensitive, tolerant, relationship oriented, neat and clean, complete, sensible, loyal, and married working women have normal and balanced life as compared to the unmarried working women.

## **Results**

Part II of the study I was aimed at to explore the stereotypes about unmarried working women as compared to the married working women. In order to meet this objective after reviewing the detail literature on the said issue the four focused group discussions were conducted to explore the issue in the Pakistani socio cultural context. After analyzing all the information the stereotypes about unmarried working women as compared to the married working women were reported in Table 1 and Table 2 with respective frequencies and percentages based on the intensity of each stereotype.

**Table 1**

*List of Stereotypes about unmarried working women with Respective Frequencies (N=40)*

Stereotypes	<i>f</i>	%
	38	95
	37	92.5
	36	90
	35	87.5
	32	80
	32	80
	31	77.5
	30	75
	30	75
	30	75
	30	75
	30	75
	29	72.5
	29	72.5
	28	70
	28	70
	28	70
	27	67.5
	26	65
	26	65
	26	65
	25	62.5

*Continued...*

Stereotypes	<i>f</i>	%
↘ ↘	25	62.5
✖ 📄 ↶ ↷ ↘ ↙ ↻ ↺	22	55
◆ 📄	21	52.5
✖ 📄 ↻ ↷ ↘ ↙ ↻	21	52.5
👉 📄	21	52.5
✖ 📄 📄	21	52.5
🌀 🌀 🌀 🌀 🌀	20	50
🌀	20	50
📄 ↻	20	50
📄 ↻ ↻ ↻ ↻	20	50
■ 📄	20	50
📄 📄	20	50
📄 📄 📄 ◆	20	50
↶ 📄	20	50
🌀 🌀 🌀 🌀	20	50
✖ 📄 📄 📄	19	47.5
☺ 📄	19	47.5
✖ 📄 📄 📄 📄 📄 📄	19	47.5
✖ 📄 📄 ↶ ↷ ↘ ↙ 🌀 🌀	18	45
✖ 📄 📄 ↻ ↻ ↻ ↻	18	45
✖ 📄 📄 📄 📄	18	45
📄 📄	17	42.5
📄 📄 ↶ ↷ 🌀 🌀 🌀 🌀	17	42.5
🌀 🌀	15	37.5
🌀	15	37.5

Continued...



Stereotypes	<i>f</i>	%
	15	37.5
	14	35
	14	35
	13	32.5
	13	32.5
	11	27.5
	10	22.72
	10	22.72
	10	22.72
	10	22.72
	9	20.45
	7	15.90
	5	11.36

The results in Table 1 indicate the stereotypes about the unmarried working women reported by the participants of focus group discussions. Out of 62 these six stereotypes i.e., , , , , are positive stereotypes while rests of the stereotypes are negative. The most frequently reported stereotypes about the unmarried working women are , , , , , , , , . While the least frequently reported stereotypes about the unmarried working women are , , , , , and .



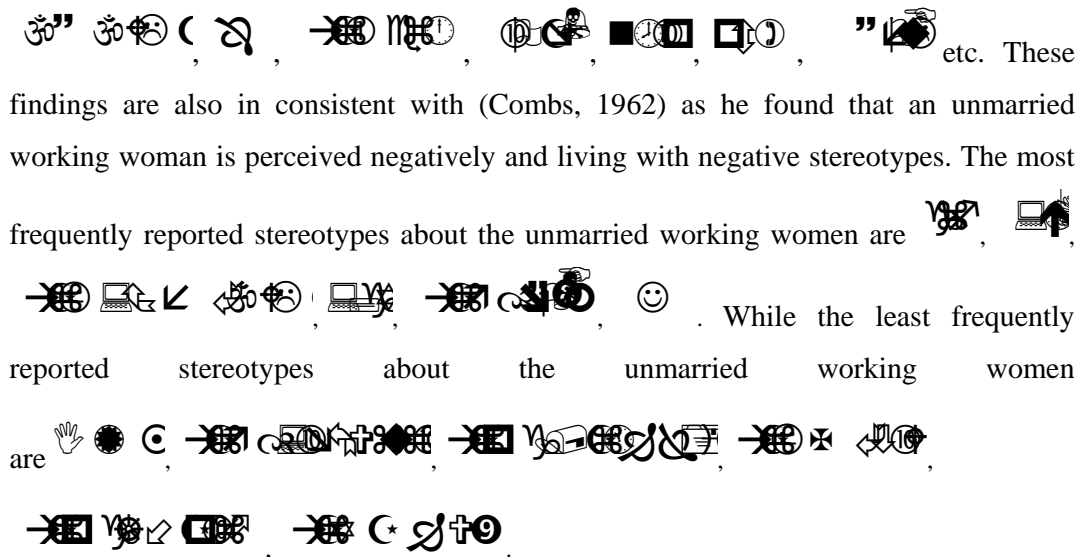
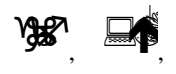

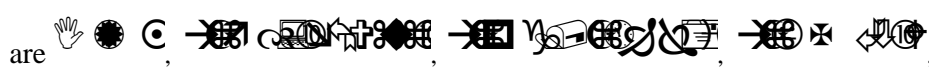
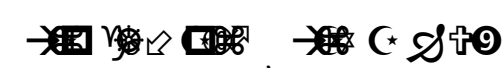
Stereotypes	<i>f</i>	%
	23	57.5
	22	55
	22	55
	22	55
	21	52.5
	21	52.5

The results in Table 2 indicate the stereotypes about the married working women reported by the participants of focus group discussions. All the 23 stereotypes are positive stereotypes. The most frequently reported stereotypes about the married working women are , , , , , , , , , . While the least frequently reported stereotypes about the married working women are , , , , , and .



## Discussion


The part II of study I was aimed to explore the common stereotypes about unmarried working women as compared to the married working women in a Pakistani culture. After reviewing the literature on unmarried working women, it was required and felt that, there is a great need to explore and understand the issue with reference to our society, that how people think, perceive and attribute the unmarried working women as compared to the married working women. So the qualitative techniques are the best way to explore the issues in depth and with detail. It was decided by the researcher to conduct the focus group discussion because focus group discussion is the main and important systematic research technique to get the information and understanding of any issue with more detail and in depth.

After conducting the four focus group discussions a bulk of information was gathered and a list of 62 stereotypes about unmarried working women was developed (see Table 1). It was found that the unmarried working women are labeled negatively and people have certain subjective perceptions about them. They considered them as immature, harsh, stubborn, aggressive, moody, strict, ruthless, mad, composed, selfish, lonely, intolerant, and impatient etc. Some of these adjectives are also consistent with the UACL the main instrument used to measure the stereotypes about unmarried working women as compared to the married working women in study II. These stereotypes are


 etc. These findings are also in consistent with (Combs, 1962) as he found that an unmarried working woman is perceived negatively and living with negative stereotypes. The most frequently reported stereotypes about the unmarried working women are , . While the least frequently reported stereotypes about the unmarried working women are , .

On the other hand the stereotypes about married working women were found to be positive like mature, tolerant, patient, relationship oriented, contented, satisfied, and happy, etc (see Table 2). The most frequently reported stereotypes about the married

, . While the least frequently reported stereotypes about the married

. The stereotypes about unmarried working women in the focus groups were found negative personality traits although some people said that unmarried women are more independent and competent and they are considered as positive traits but the way people expressed during the discussions their accent and style of communication was negative



difficulty to accept a women as an independent with out having the role of a wife and mother. Some people expressed during the focus group discussions that it is important and essential to get marry because our religion says that every women has to marry but they do not know the true sprit and meaning of Islam in this regard, because marriage is not an obligation rather it is an optional and Sunnah by the Holy Prophet (PBUH). But societal practices are contradictory because of the lack of proper religious education and awareness, ignorance and conservative mind set.

The purpose of these discussions was to explore and know the issue in a workplace also. It might be assumed that education will influence the perception of people but both university students and employees showed the same attitude during the focus group discussions the difference was the way of communication and use of language about the unmarried working women, but there was no difference in their perceptions. The reason might be that only certain types of people from government organization were approached for focus group discussions. And due to the male dominations and lack of gender balance at government organization, people think in that manner. Other reason might be that the whole environment influences the perception of the people. As it was found in the IV focus group discussion (which was carried out with the employees of MoWD) that employees were more intense and reported more negative feelings about unmarried working women as compared to the married working women. They were all strict to the notion that the unmarried working women are selfish, harsh, arrogant, and rigid as compared to the married working women. We cannot generalize the findings because it needs to be done in various settings frequently among various populations of the society in order to make consistency and reliability. But this effort was just to understand and explore the issue in order to enhance our insight regarding the issue in the Pakistani cultural context to conduct the present research.

### **Part III: Open Ended Individual Interviews**

Interviews are the conversations. In qualitative open ended interview the questions provide the opportunity to reveal the respondent's level of emotion, opinion and perception with more depth and detail. According to Elliott (1994) qualitative research interviews are the attempts to understand the world from the subjects' point of view, to unfold the meanings of people' experiences regarding the particular issue or phenomena. Part III of the study I was aimed to conduct the four open ended qualitative individual interviews to explore about the personalities of unmarried working women as compared to the married working women.

These interviews were conducted at the Ministry of women development (MoWD) with four officers. Out of four three were male and one was female. The reason of interviewing only one female was the availability of female officer. There was only one female officer working at the ministry at that time. The reason for interviewing the people of officer ranks was that the researcher wanted to get the opinion of those people who were more educated, matured in their approach, experienced and who may give objective information to some extent about the unmarried working women as compared to the married working women. These interviews were conducted on the bases of personal references of the researcher. An interview guide was developed which was more or less same with the focus group guide line to conduct the interviews.

#### **Interview Guide Line**

To conduct the qualitative open ended interviews the interview guide was developed in Urdu language. It was consisted of five open ended questions related to the unmarried working women as compared to the married working women. They were asked about the personality characteristics, work, and experiences related to the unmarried and married working women (see Appendix B).

### ***Interview I***

The first interview was conducted with Senior Program Officer (SPO) at Ministry of Women Development. He was 60 years old married person and he was working there since last 25 years. He has done post graduation. He also had some work experiences with unmarried working women. His verbal consent was also taken that he is willingly participating in this interview to express his views about the personality of unmarried working women as compared to the married working women. After the rapport development the formal interview was started. The interview session was started with the formal format by following the interview guide line question by question. The mode of communication was Urdu and English and the translation was done latter on to report the information.

Q 1. What is your opinion about the personality of unmarried working women?

I think the unmarried working women are different to some extent in terms of behavior, communication with others, and their attitude. These differences are visible to the people that might be the main reason due to that people develops the personal opinions and stereotypes about the unmarried working women. According to him they are very rigid and stick to the notion about their opinion and decision. They are not willing to change their opinions. Some times it becomes very difficult to convince them on any matter whether it is related to work or related to their routine personal matter.

Q 2. How you will explain the personality of unmarried working women in comparison to the married working women?

As I said earlier that the unmarried working women are in different, rigid in their attitude while dealing with other people on the other hand married working women are flexible they are more soft and friendly. It is very difficult for the unmarried working women to interact with her collogues. They do not mix up with people. They are very aggressive. They are always angry and start quarrel with people with out even considering their point of view. They have their own set and fixed notions about every thing in life. They are very scared and insecure in general.



Q 3. Do you think they really have some specific characteristics because of being unmarried?

Some times they really become very indifferent because they are lacking some thing in their personality and lives that might be a partner or interpersonal relationship. The ultimate role for a woman is to get marry first then if her husband and family allow her to work so she should. He also said that when a man is there to cater her needs then she should not be so passionate about her professional life and career. When he was further probed about the professional life of a woman then he said if her family needs her financial support or she does not have any support by the male member then it is unavoidable for her to do a job. But even then a woman should get marry because she needs security and protection in the society. And he also said that our religion also says to get marry as soon as possible because it is very difficult to live alone especially in older age.

Q 4. Have you ever sense the difference in their work and abilities because of being unmarried?

No they are very confident, competent and determined with their work. So I can not say any thing about their work and abilities. But some time their passion and determination becomes a problem for other people. For example some time if a person to whom with she is working is not available or he/she has go for her/his own personal work. But the unmarried working women do not realize and under stand his/her problem that it might be a family problem. It might be not their fault but an unmarried working woman is not exposed to various family situations when some one has to deal his/her family first rather work.

Q 5. Do you want to give any further information about unmarried working women, which can be based on your personal experience as well?

Yes as I have been working under one of the unmarried women and I also have good interaction with my one unmarried female colleague. So I can tell you that some times she became very strict to her own notion in terms of decision making. She did not bother any one else's opinions then some times I have to give up. But next time again

we start work together. I think it is not her fault, there are many social factors regarding their marital status. So due to circumstances like she is living alone, suffering arthritics, and her family also has very unkind attitude towards because she is living in working women hostels instead of her own house. So I can understand that one can get exhausted mentally and she is a woman she has to face all the hurdles of life at her own. Some time I help her if she needs. So it is difficult and challenging to live alone especially in our society. And one should get marry especially it is very necessary for a women to be protected.

### ***Researcher's Comments***

The researcher took the interview of SPO at MoWD on 10<sup>th</sup> January, 2008. He has done the master degree. The researcher interviewed him at His workplace during the lunch timings. The interview lasted for one hour. But it was observed by the researcher that the non verbal communication was contradictory to the verbal communication. His facial expressions were communicating that as he is talking about some one very inferior. Though his language was soft he selected very safe words to explain the personality of unmarried working women. But he gave many pauses in his verbal and non verbal communication as he is hiding or controlling some thing. This might be due to the gender of the researcher because in Pakistani culture mannerism kept in mind while talking to a female formally. But while answering the question specially question No 3 i.e., Do you think they really have eminent or specific characteristics because of being unmarried?. He expressed the typical gender biased approach of a male prevailing in the Pakistani society, by saying that the ultimate role for a woman is to get marry. No doubt he was an educated man his wife was also teaching at a school his daughter was studying. As he mentioned it is the requirement of the time. So the researcher felt the double standard approach of the interviewee regarding the status of women.

### ***Interview II***

The second interview was also conducted at MoWD with DG (Dev) director General Development. He was 50 years old married person. He was postgraduate and he was also interviewed at his workplace during the lunch timings. After rapport development his verbal consent was also taken. He was working since last 10 years at the ministry. The interview started with formal format by following the interview

guideline. The mode of communication was Urdu and English according to the convenience of the interviewee.

Q 1. What is your opinion about the personality of unmarried working women?

The unmarried working women have different personality in terms of appearance and attitude. Like they are very introvert and composed. They are traditional and conservative as well. They wear dupata most of the time they try to hide themselves, which is very good in our culture. But they are more composed and rigid because they are conscious about themselves. They look like as they are very sad and have lots some thing in life. But on the other hand married working women are very friendly and have kind attitude with others. They are not insecure.

Q 2. How you will explain the personality of unmarried working women in comparison to the married working women?

Well I found that married working women are more free natured, they are very soft and friendly. They do not hesitate to interact with men. They are mature and secure. While an unmarried working women is not like them. It might vary individual to individual but most of them are quite immature and rigid in their nature. Some time I feel scared while talking to such women and I have to be very reserve and bossy with them. On the other hand it is very easy to interact and handle the married working women I can interact with them very friendly and in a jolly way.

Q 3. Do you think they really have some specific characteristics because of being unmarried?

Some of the women to whom I have met or worked with are over conscious and in different but they are not mad and male adjusted. I think they are more independent and free what so ever they want to do in life they can do. But they are lonely as well like those women who are living alone far from their families and houses have to face many problems at their own. Like in our society a women who is alone is not safe and considered bad. I think every can takes advantages of her. She is easily accessible to every one and people may talk about her negatively.

Q 4. Have you ever sense the difference in their work and abilities because of being unmarried?

No, not exactly but I found them more efficient and accurate. They are more regular and punctual because they do not have to see their marital affairs like husband, children and above all the in laws especially in our culture a married working woman has to manage the home as well. This is her prime and ultimate role and responsibility as well. But a married working woman has to play double role and she maintains the duel status which is difficult but she should not ignored her home and family. But on the other hand an unmarried working woman is completely focused on her working status, so she might be more regular and attentive. But some time an unmarried women is very possessive about her work as work is her first and last love in the life. This is not normal and good.

Q 5. Do you want to give any further information about unmarried working women, which can be based on your personal experience as well?

I think it is not their fault but they are ignored by the society. But there are some women who deliberately do not want to get marry due to many social and personal reason like they may involve with some one and there might be some financial problems due to that they have to earn their whole life so how a man can get marry a women who has to support her family in spite of her own home and children. Being a man we are not as good as we should be. But I must say not all the unmarried working women are alike some women remain unmarried due to their family. But there are some women to whom I know they are very professional and career oriented they do not have any space for marital life they want to achieve for themselves. But I think a woman should get marry to over come the social and personal insecurity because a woman is insecure and a man is made to give her security.

#### ***Researcher's Comments***

The researcher interviewed the DG (Dev) on 26<sup>th</sup> of January, 2008. This interview also lasted for one hour. Though he tried to provide quite sufficient information while answering the questions of the interviewer. But it was noted by the

researcher that he was quite reluctant and hesitant while talking about the unmarried working women as compared to the married working women. When he was asked he said it is not like that but some time we say some thing in joke that might not be true. So I have to be very careful. It was also observed by the researcher that he was also labeling the unmarried working women as unfortunate as compared to the married working women as he mentioned in answering the question no 5<sup>th</sup> i.e., Do you want to give any further information about unmarried working women, which can be based on your personal opinion as well? That it is not their fault of being unmarried. He was talking like as they have done some mistake being single or unmarried. So it is the perception related to the personality of unmarried working women that might be right or wrong. Because it is very normal to unmarried working women as they are living and working very successfully and happily. They are not handicap or disable. But people see them in different while they might not be in reality.

### ***Interview III***

The third interview was also conducted at MoWD with secretary MoWD. He was 56 years old married person. He has done post graduation and he was also interviewed at his workplace during the lunch timings. After getting the verbal consent based on his willingness to participate in the interview. He was informed about the purpose of the interview. The same procedure was followed while interviewing him.

Q 1. What is your opinion about the personality of unmarried working women?

I think they are some how different but not all the unmarried working women are different. It depends on the circumstances like family background, education, and on the individual as well. Yes some times they become very stubborn. They look like sad and angry with the world. They might not in reality but when we interact with them a perception come that they might have lost something or they are preoccupied with some thing. Their first impression is very different I know it depends on person to person that how he/she look likes but when ever I met with some unmarried older working women I found her as sad, worried, immature and insecure. I might be wrong but this is what I have experienced during my whole career at various places.

Q 2. How you will explain the personality of unmarried working women in comparison to the married working women?

I think married working women are more matured and experienced. Because they are married they know how to deal with other people in a better way, they may have the experience related to in-laws. They are more friendly. But again individual differences are there. Some of the unmarried working women are very normal, happy, successful and enjoying their lives. But over all the difference exist. I think it is due to the hardships of life. If a woman has the responsibilities of earning like the head of family then her own self might has to be suffered. Then it becomes the responsibility of the family as well to cater her own needs as well. But we are developing country and gender issues have been ignored. But their family and society as a whole should support such women in order to make them realize that they are as like as married working women are in the world.

Q 3. Do you think they really have some specific characteristics because of being unmarried?

In my opinion some of the unmarried working women have the vaccumes in their lives. They remain alone in old ages and people do not give them proper care and support. So I think a woman should get marry as earlier as possible. Some of the unmarried working women look like as they are lacking some thing in their lives. It might be the love and support of the family or the insecurity of being unmarried. He said that one should not get escape from the biological and social needs of a human being. On the other hand married working women are quite happy, flexible, and secured. They are very soft this might be due to the motherhood.

Q 4. Have you ever sense the difference in their work and abilities because of being unmarried?

Not exactly, but I found them more efficient and hard working. The reason might be that they want to prove their self worth. He said according to my observation and experience with unmarried working women I found that they are more punctual and honest with their profession. Because they do not give excuses and justification of their

family and children. Rather they are more focused and work oriented. But this is not unexpected from them because their first priority is their work and career then family and other relations. So they exert and invest every effort towards their profession. They do not have to pick their children from schools like the married working women.

Q 5. Do you want to give any further information about unmarried working women, which can be based on your personal experience as well?

In my opinion as I have experienced they have more problems in life related to daily livings, earnings, and people make troubles for them as I encounter with many unmarried working women related to their accommodations at working women hustles. I found them extremely worried, sad, alone, and some times helpless. So this is very serious issue related to gender. But I think a woman must get marry and it is the responsibility of parents and her family to make her convinced about married life. Ultimately women is made for a role of mother and wife first then any thing else. What so ever she achieves she is incomplete particularly in a Pakistani society where her only recognition is her home and family then his personal career and professional achievements. And in a male dominated society a woman has to take the protection of a relationship with a male whether he is a father, bother, son or husband.

#### ***Researcher's Comments***

The researcher interviewed the Secretary MoWD on 30<sup>th</sup> of January, 2008. This interview lasted for one and half hour. Although he also has that typical mind set of the society where male is considered the protector of a women. It was observed and noted by the researcher that his approach was quite reason oriented as he mentioned in answering question no 1 i.e., what is your opinion about the personality of unmarried working women? That the family background, circumstances and the individual differences does play a vital part in the personality of a person. But on the other hand he was quite subjective as well though he had the experiences of working with married and unmarried working women. As he mentioned in answering the question no 2 i.e., how you will explain the personality of unmarried working women in comparison to the married working women? that married working women are more matured and they can better deal the person. It might be his subjective view; we can not make generalization to all married and unmarried working women. He also mentioned that without having

the role of mother and wife a woman is incomplete it might be perceived like that by many people. But in reality there are several reasons of such mind set like gender role socialization, gender role attitudes, the male domination in the society, lack of education and ignorance on the whole in the society.

#### ***Interview IV***

The fourth interview was also conducted at MoWD with Deputy Secretary Women Rights DS (WR). She was a married 45 years old woman. She was also postgraduate and she was interviewed at her workplace during the lunch timings. Her verbal consent was taken that was based on her willingness and interest to participate in the interviews. She was informed about the purpose of the interview. The reason for interviewing only one woman was that there was no other lady office working in the ministry at that time. The same procedure was followed while interviewing her that was use to interview the rest of the participants.

Q 1. What is your opinion about the personality of unmarried working women?

I think they are as normal as any other married working woman. But the exception is always there. I mean to say that some unmarried working women are quite distinctive. Like in their appearance, clothing, attitude, and personality overall. They should take care of themselves. I have observed that some unmarried working women are very casual about their get up. I think they should be very attentive and should take care of her self presentations on the job specially. I have many highly educated unmarried working friends but few of them are very careless about their physical image which is not good. I always say to them ok fine if they do not want to get marry but they should carry themselves in a good way. So the other person should not think negatively about their personality. When you marry with a woman every thing matters her appearance, behavior and personality. In fact our society is very stereotypical about the complexion, age, height, and education of the girl. So I think an unmarried woman has to be more attentive about her personality.



Q 2. How you will explain the personality of unmarried working women in comparison to the married working women?

I think married working women are more organized and responsible. While an unmarried working woman is more independent and she is free to do any thing at any time. She is responsible for her self only. They may have no experiences related to family life. This might be the reason that they are very straight forward and open in their attitude. And people may do not like that attitude. So they make their own explanations related to their attitude. What I have experienced is that unmarried working women are very narrow minded at the same time. They perceive the married working women as victims by their husbands and in laws. But it might be due to their own insecurity. Because we are living happily marital life and it is not by force. Though some people have certain conflicts but we can not generalize to every married working woman. And I think an unmarried working woman has the disadvantages in terms of lacking in family and children. Because it is Allah's Blessing to have children and family. It is an achievement like any other achievement in life pertaining to career and status.

Q 3. Do you think they really have some specific characteristics because of being unmarried?

Well I have friends who are unmarried and working they are very active. And I agree to this notion with them that it is better to remain unmarried besides of living bad and male adjusted marital life. And I think it is very normal and ok for any women if she is not willing to get marry. She has the complete right to choose her partner according to her own expectation and choice. But it should not be visible to people to make any sort of stereotypes and impressions about the unmarried working women. And at the same time we should not be suspicious about the unmarried working women.

Q 4. Have you ever sense the difference in their work and abilities because of being unmarried?

In fact I have been working with few colleagues and subordinates who were unmarried. But truly speaking as far as their work is concerned they are very well

organizes and as good as we were being married so it is not related to marital status. It is very personal to every women and I think one should not think like that about unmarried working women. Especially men should not see them with the eye of being married and unmarried. Some people do that and an unmarried working woman has to face more discrimination and harassment at that time. I have seen many cases but a women has to fight either she is married or unmarried. Working status is very challenging to any women but an unmarried woman is taken for granted by the men of our society. They think that as she has no character. So they can easily approach her for their own interests. I think one should not make comparison between married and unmarried working women. It is a matter of luck and fate as well. As Muslims we believes that every thing is predetermined we just have to struggle and do hard work in order to live good life. So if a women is not married it might be due to some health problems like one of my cousin is fighting with breast cancer so it is not possible for her to get marry and born children.

Q 5. Do you want to give any further information about unmarried working women, which can be based on your personal experience as well?

Yes I have few examples to explain that an unmarried working woman is as successful as a married working woman is. But in older age they remain alone and helpless because in our culture a shift of change is coming. We are leaving our family traditions and values. Respect for elders is decreasing with rapid metallization and globalization. So it is very important and safe for a woman to have marital life. I do agree that a woman has to make many compromises. But life should not stop. We should not be problematic to any one we all are human beings and situations come when we behave differently so it does not mean that we should be labeled negatively.

#### ***Researcher's Comments***

The researcher interviewed the DS (WR) at her work place on 2<sup>nd</sup> of February, 2008. The interviewed lasted for 2 hours. She provided very detail and quite descriptive aspect of unmarried working women as compared to the married working women. Though she tried to give holistic and logical view about the unmarried working women. But she was subjective in her expression. As she mentioned that unmarried working women may have no experiences related to family life so they are very direct and

straight forward. And people attribute them with their own explanations. But she might be ignoring that an unmarried working woman also belongs to a family where her parents and siblings are also there. So how she can be in experienced related to family matters. Here the interviewee might be underestimating the unmarried working women as compared to the married working women. Because it is human nature to take credits of positive events in life called fundamental attribution error. As she also mentioned about the presentation of an unmarried working woman. There might be a personality types some people are simple in nature they do not want to show them selves. And secondly in a Pakistani culture a women has to be extra careful about her appearance in terms of clothing specially that what to wear and how to wear because people make their own interpretations. But overall she explained that a women has the complete right related to her marital status which is not unexpected because as she was working for women rights at women ministry. So she has the quite objective approach. This might be required to bring change in the mind set of our society.

## **Discussion**

The interviews with officers of Ministry of Women Development (MoWD) were conducted by the researcher with the aim to explore and understand the perception of people about the personality of unmarried working women as compared to the married working women at workplace. All four officer of MoWD were selected according to the convenience of the researcher and with the notion that they were all working for gender rights and development in the country. So their opinion might be important regarding the issue to be studied in the present research. But after conducting the four interviews it was observed that they have the same attitude that was explored during the focus group discussions. And the participants of the interviews described the unmarried working women with different stereotypical adjectives for example, in the fourth interview the participant said that unmarried working women are independent for themselves only and they are narrow minded. It might not be true in reality. But people perceived them like that. The participants used the words of rigid, in flexible, immature, stubborn, and insecure and inexperienced related to the family life about the unmarried working women. And on the other hand they said that married working women are more mature, soft and kind, relationship oriented, friendly, and happy in general. These subjective perceptions are in accordance with the findings of some researchers (see for example,

Etaugh & Foresman, 1983; Etaugh, & Riley, 1983). They found that single women were perceived to be less sociable than married ones. It was also observed by the researcher that at the workplace people make fun of unmarried working women with making their own explanation for their behaviors. It was another observation by the researcher that married working women tried to make an unmarried working women realize that though she is alone and single so she is not responsible to any one else and she can come to office on time. People have certain subjective attitude about the unmarried working women. According to the personal observation of the researcher people showed certain non verbal cues and whisperings at the time of the arrival of an unmarried working woman. As it was noted by the researcher at the workplace that in general an unmarried working woman was as normal as the other married working women were at their work place. She used to interact with her male and female colleagues as well.

After conducting the few interviews it can be concluded that people who are working with unmarried women might have more biased and subjective opinion about unmarried working women as compared to the married working women. Though the only one woman was interviewed so we can not make comparison in order to generalize the opinion of the men and women. It was also found that for a women the only acceptable and noble role and status is perceived as wife and mother first than her professional status as the participants expressed such perception during the interviews that the first and foremost role of a women is to have a marital life. Though all four participants were highly educated and working on higher ranks for gender right but they have the same gender role attitude that is frequently prevalent in the society. And it is greatly needed and required to conduct more interviews with diverse population with sound and objective methodology in order to get more and objective information about the personality of unmarried working women as compared to the married working women. But this was just an exploratory effort to know the issue to studied in the present research.

## **STUDY II: STEREOTYPES ABOUT UNMARRIED AND MARRIED WORKING WOMEN AMONG STUDENTS**

### **Objectives**

The main objective of the study II was to explore the stereotypes about unmarried working women as compared to the married working women among university students. Study II has also taken into consideration some important demographic variables such as gender, age, parent's education, mother's profession, family system, and socioeconomic status, etc. To meet these goals, certain objectives were needed to be accomplished. Following were the specific objectives of the study.

1. To find out the stereotypes about unmarried and married working women among students.
2. To find out the gender differences on stereotypes about unmarried and married working women among students.
3. To find out the effects of other demographic variables of students such as (marital status, father's education, mother's education, and mother's occupation) on stereotypes.

### **Hypotheses**

To meet the objectives of the study II, following hypotheses have been formulated.

1. Students will have more negative stereotypes about unmarried working women as compared to the married working women.
2. Male students will have more negative stereotypes about unmarried working women as compared to the married working women than female students.

## **Operational Definition of Variable**

In the study II of the present research stereotypes about unmarried working women as compared to the married working women were studied. Operational description of the variable is as below:

### ***Stereotypes***

"A rigid mental image that summarizes whatever is believed to be typical about a group" (Rees, 1999 p.31). When we make attribution, due to our lack of interest in analyzing and understanding information we utilize the short cut called stereotyping. In the present study stereotypes were the respondent's scores on the two forms of Positive and Negative Stereotypes Scales of (UACL, Ansari, et al., 1982) about unmarried working women and married working women in terms of positive and negative stereotypes respectively.

### **Sample**

In the present study a sample of 300 students 150 female with the age range of 20 to 27 years ( $M = 21.50$ ,  $SD = 3.23$ ) and 150 male with the age range of 20 to 32 years ( $M = 22.60$ ,  $SD = 3.10$ ) were selected to explore the stereotypes about the unmarried working women as compared to the married working women. These students were selected from different departments of Quaid-i-Azam University, Islamabad. They were all M.Sc ( $n = 262$ ) and M.Phil ( $n = 38$ ) students. Convenience sampling was used to select the sample. They were from single ( $n = 155$ ) and joint ( $n = 145$ ) family system. The monthly income of the family of the participants was from (15000- 50000,  $n = 200$ ) and from (55000-100000,  $n = 50$ ) where as 50 participants did not reported their family income. Regarding the province from where these participants were belonged was (Punjab,  $n = 191$ ), (Serhad,  $n = 49$ ), (Sindh,  $n = 28$ ), (Northern Areas,  $n = 23$ ), and (Balochistan,  $n = 9$ ).

## **Instrument**

In the present study positive and negative stereotypes scale of (UACL) was used to measure the stereotypes about the unmarried working women as compared to the married working women respectively.

### ***Positive and Negative Stereotypes Scale***

This instrument was originally developed by (Ansari, et, all, 1982). The items of the positive and negative stereotypes scale derived from the Urdu adjective check list developed by (Ansari, et all., 1982). The items of this checklist were derived from English adjective checklist of Gough and Heibbrun (1965), Michill adjective scale (1970) and 16 personality inventory by Cattell (1957) It is a five point checklist based on Murray's needs and consists of 160 items and 11 scales are derived namely (1) Achievement, (2) Affiliation, (3) Dominance, (4) Nurturance, (5) Emotional Stability, (6) Change, (7) Abasement, (8) Aggression, (9) Autonomy, (10) Succorance and (11) Intelligence. Ten scales based on Murray's needs except intelligence. Intelligence is the general ability to be bright, intellectual and cultured. Each scale consisted of 20 adjectives. Some adjectives are used in more than one scale. Each scale has 10 indicative or positive items and 10 contra-indicative or negative items to describe one variable.

The UACL is personality test as well as an attitude test. This instrument can also be used for studying the self and changes within personality. The subjects can respond for him/her self or responds for any other individual or a group of individuals. The subject has to rate on each item on one of the five categories ranging from most to least. Responses on each item are given weightage according to its category i.e. (very less), 1 for (less), 2 (average), 3 (high), 4 and for (very high), 5. The Urdu adjective checklist UACL (Anari et al., 1982) as medium of studying the stereotypes was used by Hassan, Farooqi, Khan, Khan, and Naheed (1982) to study the developmental social stereotypes of rural women. In study II of the present research the Positive and Negative Stereotypes Scale (see Appendix C) along with the instruction (See Appendix D) and demographic information sheet (See Appendix E) for students were used to explore the stereotypes about unmarried working women as compared to the married working women among students. Originally these scales were included 50 positive and 50

negative adjectives. But in the present study a list of 107 adjectives consisted of 2 scales i.e., Positive Stereotypes Scale (PSSC) and Negative Stereotypes Scale (NSSC) by following the same methodology that was used by (Ansari et al., 1982) to develop the Positive and Negative Scale, was used to explore the positive and negative stereotypes about the unmarried working women as compared to the married working women among university students. Positive stereotypes scale is a five point likert type scale includes the 51 adjectives where as negative stereotypes scale is also a five point likert type scale includes the 56 adjectives. The positive scale includes the item no 1,3,5,6, 8, 9, 10, 12, 15, 22, 24, 27, 28, 29, 30, 33, 38, 39, 41, 43, 44, 45, 47, 49, 50, 51, 54, 55, 57, 61, 63, 64, 66, 68, 69, 70, 71, 77, 79, 83, 84, 86, 90, 91, 92, 96, 97, 98, 99, 105 and 106. The minimum score is 51 and maximum score is 255. Low score indicate low on positive stereotypes while high score indicate high on positive stereotypes. Where as negative stereotypes scale includes the item no 2, 4, 7, 11, 13, 14, 16,17, 18, 19, 20, 21,,23, 25, 26, 31, 32, 34, 35,36,37, 40, 42, 46, 48, 52, 53, 56, 58, 59, 60-, 62, 65, 67, 72, 73, 74, 75, 76,78, 80, 81, 82, 85, 87, 88, 89, 93, 94, 95, 100, 101, 102, 103, 104, and 107. Minimum score is 56 and maximum score is 280. Low score indicate the low on negative stereotypes and high score indicate high on negative stereotypes.

## **Procedure**

In study II of the present research the sample of 150 male students and 150 female students were approached to administer the instruments and demographic information sheet to measure the stereotypes about unmarried working women as compared to the married working women. These students were selected from Quaid-i-Azam, University Islamabad. The Positive and Negative Scale with demographic information sheet were administered in groups. Verbal instructions were also given by the researcher in order to inform and brief about the administration of the instrument. They were also informed by the researcher that they should not interact with each other during the administration of the instrument. Because they can get influenced by their fellows so their own response could be influenced. The students were divided into two groups. Like when we approached 20 students at the same time the group I of ten students rated about the unmarried working women about their stereotypes and the group II of other ten students rated the married working women about their stereotypes at the same time. Then group I rated about the stereotypes of married working women and group II rated the



unmarried working women about their stereotypes respectively to control the response set. They were Informed that first they have to give some personal demographic information as well. Their written consent was also taken on a consent form (See Appendix F). The subjects were also ensured that all the information will be kept confidential.

## Results

The present study aimed at investigating the comparison between married and unmarried working women on Stereotypes among students. Various statistics were used to analyze the data. Alpha coefficients were calculated to see the reliability of the instruments used in the present study. Paired sample t test - was calculated to determine the differences in participants on stereotypes about married and unmarried working women. Independent group *t*-test was used to see the difference between different variables on stereotypes about married and unmarried working women.

### Reliability of the Instruments

For the determination of reliability of the Positive and Negative Scale of (UACL) for stereotypes about unmarried working women as compared to the married working women, Alpha coefficients were calculated for total and two subscales on 107 items.

**Table 3**

*Alpha coefficients for PSSC and NSSC for Married and Unmarried Working Women (N= 300)*

Variables	Items	Alpha Coefficients (unmarried)	Alpha Coefficients ( married)
Total	107	.88	.85
PSSC	51	.90	.90
NSSC	56	.92	.94

*Note.* PSSC= Positive Stereotypes Scale, NSSC= Negative Stereotypes Scale.

The results in Table3 show that the reliability of total for unmarried working women is .88 and for married working women is .85. For the two scales for unmarried










working women the alpha coefficients came to be .90 for unmarried working women on PSSC and .90 for married working women. Where as on the NSSC the alpha coefficient came to be .92 for unmarried working women and .94 for married working women. That is quite high and satisfactory prove of the reliability of the measure.

### Analysis regarding the hypothesis of the present study

To find out the difference between unmarried working women as compared to the married working women on stereotypes, t analysis has carried out. This was the main objective and hypotheses of the present study that ‘students will have more negative stereotypes about unmarried working women as compared to the married working women’. Results are shown in Table 4 and 5.

**Table 4**

*Paired sample t-test for Unmarried and married Working Women on Positive Stereotypes (N=300)*

Variable	Stereotypes of Unmarried		Stereotypes of Married		t	r
	M	SD	M	SD		
PSSC Total	160.92	24.52	163.07	22.93	1.32	.37**
	2.67	1.31	3.25	1.03	6.18**	.05
	2.84	1.06	3.06	1.10	2.54**	.04
	3.07	1.30	3.22	1.27	1.51	.11
	3.69	1.16	3.34	1.30	3.62**	.09
	3.92	1.17	3.44	1.36	4.87**	.09
	3.56	1.19	3.14	1.24	4.46**	.10
	3.40	1.29	3.10	1.22	3.12**	.14**
	3.19	1.23	3.12	1.20	.80	.23**
	3.22	1.22	3.40	1.21	1.90*	.09

*Continued...*






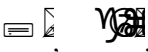














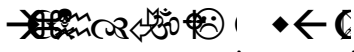


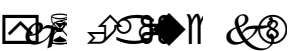















Variable	Stereotypes of Unmarried		Stereotypes of Married		<i>t</i>	<i>r</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
		3.17	1.23	3.44		
	2.95	1.23	3.14	1.27	2.05*	.15**
	3.02	1.17	3.23	1.12	2.32**	.11*
	2.96	1.18	2.94	1.15	.22	.14**
	3.34	1.14	3.54	1.11	2.33*	.15**
	3.20	1.11	3.52	1.14	3.48**	.03
	2.82	1.25	3.05	1.24	2.31*	.08
	3.38	1.14	3.48	1.17	.85	.05
	3.04	1.24	3.37	1.25	3.59**	.16**
	3.33	1.29	3.33	1.24	.03	.13**
	3.25	1.07	3.35	1.15	1.21	.16**
	3.55	1.12	3.50	1.11	.53	.18**
	3.25	1.08	3.26	1.10	.19	.07
	3.31	1.07	3.19	.98	1.45	.12*
	3.31	1.07	3.21	1.14	1.25	.163**
	3.08	1.15	2.99	1.19	1.04	.21**
	3.05	1.10	3.34	1.11	3.29**	.14**
	3.09	1.06	3.17	1.15	1.07	.18**
	2.90	1.17	2.92	1.12	.22	.15**
	3.14	1.11	3.35	1.07	2.46**	.12*
	3.26	1.06	3.39	1.21	1.49	.10
	2.62	1.11	2.63	1.16	.15	.17**
	2.99	1.13	3.32	1.21	3.60**	.06

Continued...

Variable	Stereotypes of Unmarried		Stereotypes of Married		<i>t</i>	<i>r</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
		2.95	1.18	3.19		
	2.97	1.25	2.87	1.12	1.19	.23**
	2.93	1.12	2.99	1.08	.66	.12*
	3.21	1.12	3.29	1.07	.94	.19**
	3.13	1.05	3.25	1.15	1.57	.19**
	3.20	1.07	3.45	1.09	2.84**	.06
	2.57	1.18	2.35	1.12	2.58**	.21**
	3.15	1.14	3.21	1.20	.66	.03
	3.11	1.22	3.32	1.11	2.17*	.05
	3.17	1.14	3.11	1.10	.64	.10
	3.30	1.05	3.44	1.10	1.74	.08
	3.08	1.13	3.29	1.17	2.50*	.16**
	2.92	1.19	3.13	1.14	2.28*	.05
	3.04	1.17	3.24	1.02	2.40**	.24**
	3.56	1.10	3.64	1.02	1.02	.25**
	2.63	1.10	2.34	1.20	3.31**	.18**
	3.30	1.07	3.36	.99	.72	.03
	3.71	1.68	3.25	1.20	5.10**	.13**
	3.42	1.14	3.60	1.12	2.04*	.16**



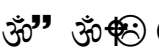

Note. = PSSC= Positive Stereotypes Scale, *df* =299 \**p*<.05, \*\**p*<.01

The results in Table 4 indicate that there is a non significant difference between unmarried working women as compared to the married working women on the total positive stereotypes among students. But the results show that there is a significant

difference on 21 items of the PSSC i.e., , , , , , , , , , , , , , , , , , , , and  about unmarried working women as compared to the married working women. While rest of the item i.e., , , , , , , , , , , , , , , , , , , and  showed non significant difference about the unmarried working women as compared to the married working women. The over all mean values indicate that students scored slightly higher about married working women as compared to the unmarried working women on PSSC.

**Table 5**

*Paired sample t-test for Unmarried and married Working Women on Negative Stereotypes Scale (N=300)*

Variable	Stereotypes of Unmarried		Stereotypes of Married		t	r
	M	SD	M	SD		
NSSC Total	163.85	30.91	152.05	32.26	5.96**	.41**
	2.93	1.34	2.64	1.15	2.90**	.05
	3.02	1.34	2.30	1.19	7.44**	.12*
	3.51	1.28	2.80	1.34	6.85**	.07
	3.42	1.29	3.61	1.71	1.16	.06

*Continued...*

Variable	Stereotypes of Unmarried		Stereotypes of Married		<i>t</i>	<i>r</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
◆ ✂	3.31	1.33	3.02	1.30	3.06**	.24**
✂ ✂	2.83	1.31	2.34	1.26	4.99**	.13*
” ↑ ✂	3.09	1.31	2.93	1.39	1.55	.13*
√	2.43	1.17	2.24	1.22	2.16*	.25**
✂ ✂ ✂ ✂	2.87	1.33	2.65	1.39	2.14*	.17**
➤ ✂	2.94	1.21	3.00	1.22	.58	.04
◆ ✂	2.83	1.31	2.45	1.37	3.89**	.21**
◆ ✂	2.70	1.25	2.40	1.21	3.27**	.19**
✂ ✂ ✂	2.22	1.25	1.88	1.21	3.82**	.22**
▲	2.88	1.29	2.38	1.13	5.19**	.14**
◆ ✂	2.67	1.20	2.17	1.14	5.80**	.18**
✂ ✂ ✂	3.00	1.31	2.96	1.97	.41	.18**
←←	3.38	1.27	3.20	1.27	1.94*	.21**
👍 ✂	3.36	1.24	3.07	1.30	3.07**	.14**
✂ ✂ ✂ ✂ ✂ ✂	3.35	1.26	3.04	1.30	3.35**	.18**
✂ ✂	3.22	1.23	3.26	1.20	.42	.10
◆ ✂	3.39	1.15	3.38	1.09	.07	.15**
☯ ✂ ✂	3.00	1.29	2.87	1.32	1.36	.11*
■ ✂	3.54	1.12	3.36	1.20	2.05*	.09
👋 ✂	2.75	1.33	2.60	1.30	1.55	.20**
☺	2.94	1.15	2.60	1.18	3.97**	.19**
✂ ✂ ✂ ✂ ✂ ✂	2.57	1.22	2.50	1.25	.74	.22**
✂ ✂ ✂	2.83	1.32	2.77	1.36	.67	.34**

Continued...

Variable	Stereotypes of Unmarried		Stereotypes of Married		<i>t</i>	<i>r</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
◆	2.67	1.20	2.42	1.17	2.64**	.19**
☠	2.87	1.19	2.56	1.16	3.44**	.11*
◆	2.92	1.18	2.76	1.13	1.77	.16**
II	2.82	1.27	3.14	1.32	3.39**	.21**
)	3.09	1.31	3.25	1.31	1.68	.18**
◆	3.40	1.28	3.18	1.26	2.16*	.01
”○	3.27	1.31	2.67	1.33	6.30**	.21**
□	2.97	1.26	2.60	1.19	4.13**	.20**
◆	2.98	1.21	2.33	1.22	4.89**	.13*
Y	2.68	1.16	2.24	1.07	5.46**	.20**
)(	2.75	1.24	2.41	1.19	4.13**	.33**
□	2.64	1.14	2.43	1.09	2.56**	.16**
↗	3.03	1.28	2.92	1.26	1.09	.01
→	2.97	1.21	2.63	1.20	1.71	.15
→	2.73	1.22	2.47	1.19	2.81**	.16**
Y	2.18	1.20	2.10	1.17	.95	.25**
”■	2.54	1.23	2.36	1.21	2.05*	.39**
Y	2.12	1.13	1.93	1.06	2.63**	.35**
●	2.86	1.07	3.00	1.06	1.77	.14**
II	3.12	1.29	2.92	1.24	2.10*	.12*
→	3.06	1.19	3.16	1.17	1.10	.18**
&	2.46	1.24	2.34	1.25	1.28	.20**
◆	2.49	1.23	2.35	1.24	1.67	.27**

*Continued...*












students will have more negative stereotypes about unmarried working women as compared to the married working women.

### Gender

In order to determine the gender wise difference and also to test the hypothesis No. 2 that ‘men will have more negative stereotypes about unmarried working women as compared to the married working women than women’, t-test was computed. Results can be seen in Table 6 and 7.

**Table 6**

*Difference between Men and Women on Positive Stereotypes about married and unmarried working women (N=300)*

Variable		Men (n =150)		Women (n =150)		t
		M	SD	M	SD	
PSSC Total for Married	M	158.25	24.83	167.97	19.73	3.75**
Unmarried	UM	156.25	24.11	165.65	24.10	3.37**
	M	3.16	1.12	3.34	.93	1.53
	UM	2.43	1.25	2.91	1.33	3.18**
	M	2.90	1.10	3.21	1.10	2.49**
	UN	2.77	1.10	2.90	1.01	1.01
	M	3.03	1.31	3.42	1.10	2.67**
	UN	2.87	1.24	3.27	1.33	2.64**
	M	3.37	1.35	3.31	1.25	.41
	UN	3.57	1.23	3.81	1.09	1.80
	M	3.46	1.27	3.42	1.45	.26
	UN	3.75	1.19	4.09	1.12	2.52**
	M	3.15	1.23	3.13	1.26	.17
	UN	3.34	1.20	3.79	1.15	3.23**
	M	2.88	1.28	3.32	1.12	.15**
	UN	3.34	1.20	3.79	1.15	5.52**

*Continued...*

Variable		Men		Women		
		(n=150)		(n=150)		
		M	SD	M	SD	t
	M	3.02	1.23	3.23	1.17	1.49
	UN	3.01	1.29	3.79	1.16	3.14**
	M	3.27	1.25	2.54	1.16	1.89*
	UN	2.97	1.24	3.42	1.97	2.74**
	M	3.19	1.34	3.70	1.10	3.60**
	UN	3.03	1.21	3.42	1.19	2.43**
	M	2.99	1.31	3.30	1.2	2.11**
	UN	3.00	1.22	3.34	1.21	2.63**
	M	3.06	1.12	3.40	1.10	2.62**
	UN	2.76	1.21	3.13	1.23	1.72
	M	2.94	1.20	2.93	1.10	.05
	UN	2.90	1.13	3.13	1.21	1.71
	M	3.38	1.21	3.70	.97	2.49**
	UN	2.84	1.17	3.07	1.18	2.85**
	M	3.39	1.18	3.65	1.08	1.98*
	UN	3.16	1.16	3.53	1.08	2.16*
	M	2.97	1.27	3.13	1.21	1.07
	UN	3.07	1.07	3.34	1.13	.61
	M	3.38	1.95	3.57	1.04	1.02
	UN	2.87	1.25	2.78	1.26	1.60
	M	3.10	1.31	3.65	1.12	3.89**
	UN	3.28	1.21	3.49	1.06	1.06
	M	3.22	1.23	3.44	1.24	1.57
	UN	2.96	1.17	3.11	1.31	2.35**
	M	3.21	1.18	3.50	1.10	2.15*
	UN	3.15	1.22	3.50	1.34	1.10
	M	3.42	1.14	3.58	1.07	1.30
	UN	3.19	1.09	3.32	1.05	2.43**

Continued...

Variable		Men		Women		
		(n=150)		(n=150)		
		M	SD	M	SD	t
◆●●	M	3.27	1.11	3.26	1.10	.12
	UN	3.39	1.09	3.70	1.13	.08
●●	M	3.13	1.10	3.26	1.07	1.02
	UN	3.25	1.10	3.24	1.05	.40
●●●	M	3.19	1.09	3.23	.87	.31
	UN	3.25	1.05	3.34	1.10	2.85**
●●●●●●●●	M	3.13	1.16	2.86	1.10	2.03*
	UN	3.13	1.02	3.48	1.10	.09
●●●●●●●●	M	3.19	1.21	3.49	1.15	2.22*
	UN	3.09	1.15	3.07	1.15	1.84
●●●	M	2.95	1.19	3.40	.97	3.62**
	UN	2.93	1.09	3.17	1.10	1.63
●●●●●●●●	M	2.89	1.19	2.95	1.11	.49
	UN	2.99	1.14	3.19	.97	.40
●●	M	3.19	1.17	3.52	1.04	2.63*
	UN	2.93	1.13	2.87	1.21	2.05*
●●●	M	3.16	1.17	3.62	.90	3.68**
	UN	3.01	1.14	3.28	1.06	.40
●●●	M	2.58	1.21	2.68	1.20	.72
	UN	3.24	1.08	3.92	1.05	.05
●	M	3.24	1.22	3.40	1.08	1.17
	UN	2.99	1.12	2.99	1.15	.73
●●	M	2.95	1.25	3.43	1.12	3.45**
	UM	3.00	1.18	2.90	1.19	2.51**
●●●●	M	2.89	1.14	2.85	1.18	.26
	UN	3.15	1.14	2.79	1.33	.30
●●●	M	2.85	1.21	3.13	1.00	2.11*
	UN	2.91	1.04	2.95	1.20	1.72
●	M	3.10	1.13	3.48	.99	3.06**
	UN	3.10	1.11	3.32	1.12	2.89**

Continued...







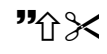

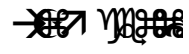
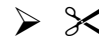


Variable		Men		Women		
		(n=150)		(n=150)		
		M	SD	M	SD	t
♁	M	3.01	1.17	3.49	.92	3.91**
	UN	2.95	1.06	3.30	1.01	1.69
♁	M	3.31	1.21	3.58	1.08	2.05*
	UN	3.09	1.02	3.30	1.11	.93
♁	M	2.44	1.10	2.26	1.07	1.44
	UN	2.50	1.22	2.63	1.14	1.63
♁	M	3.17	1.21	3.24	1.03	.53
	UN	3.04	1.17	3.26	1.10	.01
♁	M	3.18	1.27	3.47	1.12	2.10*
	UN	3.11	1.24	3.11	1.21	.21
♁	M	3.07	1.09	3.15	1.14	.68
	UN	3.15	1.11	3.18	1.16	.30
♁	M	3.23	1.21	3.66	.92	3.41**
	UN	3.28	1.13	3.32	.96	1.56
♁	M	2.99	1.16	3.58	.94	4.80**
	UN	2.98	1.18	3.18	1.04	1.32
♁	M	2.99	1.18	3.28	1.06	2.26*
	UN	2.83	1.19	3.01	1.15	.72
♁	M	3.10	1.21	3.38	1.06	2.09*
	UN	2.99	1.23	3.09	1.50	.728
♁	M	3.44	1.11	3.85	.87	3.52**
	UN	3.47	1.14	3.66	1.05	1.47**
♁	M	2.42	1.21	2.27	1.20	1.06
	UN	2.82	1.15	2.44	1.15	2.83
♁	M	3.20	1.03	3.53	.91	2.93**
	UN	3.32	1.08	3.28	1.06	.34*
♁	M	3.23	1.25	3.27	1.16	.26
	UN	3.58	1.14	3.84	1.18	1.90**
♁	M	3.41	1.20	3.79	1.00	2.92**
	UN	3.24	1.15	3.61	1.09	2.86**

Note PSSC= Positive Stereotypes, df =298 \*p< .05, \*\*p< 0.01, M= married working women and UN=unmarried working women.

















**Table 7**















*Difference between Men and Women on Negative Stereotypes about unmarried and married working women (N=300)*

Variable		Men		Women		<i>t</i>
		<i>(n =150)</i>		<i>(n =150)</i>		
		<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
NSSC Total for Married		158.59	33.61	145.42	29.50	3.60**
Unmarried		170.19	29.68	157.41	30.89	3.65**
	M	2.60	1.16	2.69	1.15	.71
	UN	3.01	1.33	2.85	1.35	1.03
	M	2.52	1.22	2.07	1.41	3.36**
	UN	3.05	1.28	2.99	1.41	.38
	M	2.99	1.34	2.62	1.32	2.40**
	UN	3.44	1.29	3.58	1.27	.99
	M	3.70	2.09	3.52	1.22	.89
	UN	3.54	1.29	3.39	1.29	1.02
	M	3.07	1.25	2.97	1.35	.76
	UN	3.50	1.30	3.11	1.34	2.49**
	M	2.54	1.30	2.13	1.20	2.87**
	UN	2.97	1.29	2.68	1.33	1.95*
	M	3.04	1.38	2.82	1.39	1.37
	UN	3.23	1.30	2.95	1.31	1.88
	M	2.48	1.29	2.01	1.10	3.38**
	UN	2.70	1.17	2.15	1.11	4.18**
	M	2.89	1.44	2.41	1.29	3.01**
	UN	3.15	1.27	2.58	1.33	3.73**
	M	2.89	1.32	3.10	1.20	1.46
	UN	3.05	1.19	2.83	1.23	1.62
	M	2.64	1.45	2.60	1.26	2.41
	UN	3.05	1.28	2.61	1.30	2.95**
	M	2.60	1.28	2.19	1.10	2.94**
	UN	2.94	1.19	2.45	1.26	3.46**

*Continued...*

Variable		Men		Women		<i>t</i>
		<i>(n = 150)</i>		<i>(n = 150)</i>		
		<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
	M	2.12	1.31	1.64	1.06	3.48**
	UN	2.39	1.24	2.05	1.24	2.38
	M	2.50	1.26	2.26	1.20	1.74
	UN	3.00	1.25	2.75	1.33	1.66
	M	2.30	1.17	2.03	1.11	2.05*
	UN	2.79	1.13	2.56	1.25	1.67
	M	3.60	1.20	4.01	.97	3.28**
	UN	3.69	1.23	3.86	1.10	1.26
	M	3.19	1.29	2.74	1.26	3.02**
	UN	3.10	1.30	2.91	1.32	1.27
	M	3.10	1.31	3.30	1.23	1.33
	UN	3.39	1.18	3.36	1.36	.19
	M	3.10	1.29	3.12	1.31	.71
	UN	3.44	1.24	3.28	1.24	1.12*
	M	3.10	1.34	2.97	1.26	.83
	UN	3.51	1.25	3.19	1.25	2.17*
	M	3.27	1.17	3.24	1.23	.21
	UN	3.36	1.20	3.07	1.24	2.00*
	M	3.14	1.11	3.62	1.02	3.92**
	UN	3.26	1.16	3.52	1.12	1.95
	M	3.12	1.28	2.61	1.31	3.38**
	UN	3.15	1.24	3.58	1.07	1.83
	M	3.48	1.21	3.23	1.18	1.74
	UN	2.91	1.31	2.59	1.35	.60
	M	2.81	1.37	2.39	1.20	2.85**
	UN	3.15	1.17	2.72	1.08	2.10**
	M	2.75	1.28	2.44	1.05	2.25*
	UN	2.87	1.25	2.26	1.11	3.32**

Continued...

Variable		Men		Women		<i>t</i>
		<i>(n = 150)</i>		<i>(n = 150)</i>		
		<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
	M	2.79	1.28	2.21	1.16	4.04**
	UN	2.97	1.35	2.68	1.27	4.47*
	M	3.08	1.40	2.45	1.25	4.09**
	UN	2.71	1.19	2.58	1.22	1.94*
	M	2.56	1.22	2.27	1.10	2.18*
	UN	3.01	1.15	2.74	1.22	.89*
	M	2.70	1.22	2.42	1.09	2.13*
	UN	2.95	1.14	2.89	1.23	1.94
	M	2.77	1.12	2.76	1.14	.07
	UN	2.93	1.26	2.72	1.29	.44
	M	3.25	1.28	3.03	1.36	1.42
	UN	2.54	1.09	2.70	1.13	1.42
	M	3.40	1.33	3.09	1.28	2.05*
	UN	3.30	1.22	2.87	1.37	1.20**
”○	M	3.42	1.25	2.93	1.23	3.41**
	UN	3.50	1.19	3.30	1.35	2.83
	M	2.83	1.34	2.50	1.31	2.20*
	UN	3.40	1.21	3.14	1.40	1.36
	M	2.73	1.17	2.48	1.20	1.83
	UN	2.97	1.23	2.98	1.29	1.69
	M	2.50	1.13	2.15	1.29	2.53**
	UN	2.99	1.21	2.56	1.17	.08**
	M	2.44	1.10	2.03	1.00	3.42**
	UN	2.89	1.14	2.47	1.14	3.12**
	M	2.64	1.22	2.17	1.11	3.45**
	UN	2.84	1.27	2.65	1.20	3.20
	M	2.61	1.09	2.24	1.06	2.95**
	UN	2.75	1.08	2.52	1.18	1.32
	M	2.88	1.24	2.96	1.28	.53
	UN	3.21	1.22	2.86	1.31	1.76**

Continued...

























Variable		Men		Women		<i>t</i>
		<i>(n = 150)</i>		<i>(n = 150)</i>		
		<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
	M	2.68	1.18	2.58	1.22	.75
	UN	2.84	1.16	2.73	1.27	2.35
	M	2.59	1.19	2.36	1.18	1.70
	UN	2.95	1.22	2.50	1.17	.77**
”■	M	2.16	1.22	2.05	1.12	.82
	UN	2.38	1.23	1.99	1.13	3.29**
	M	2.56	1.24	2.16	1.16	2.84**
	UN	2.66	1.27	2.38	1.18	2.85*
	M	1.99	1.08	1.87	1.05	1.03
	UN	2.23	1.14	2.10	1.12	1.92
	M	2.88	1.14	3.13	.97	2.01*
	UN	2.93	1.08	2.79	1.05	1.61
	M	3.06	1.24	2.78	1.22	1.96*
	UN	3.05	1.29	3.20	1.30	1.20
	M	3.11	1.22	3.21	1.11	.75
	UN	2.98	1.20	3.14	1.17	1.03
	M	2.58	1.31	2.11	1.14	3.29**
	UN	2.56	1.16	2.36	1.31	1.16
	M	2.46	1.26	2.23	1.21	1.55
	UN	2.70	1.32	2.28	1.09	1.44**
	M	2.44	1.25	1.91	1.06	3.90**
	UN	2.58	1.29	2.27	1.26	3.03*
	M	3.14	1.32	3.11	1.27	.21
	UN	3.19	1.26	3.01	1.21	2.08
	M	2.69	1.29	2.14	1.07	3.97**
	UN	2.91	1.20	2.57	1.22	1.15**
	M	3.17	1.26	2.92	1.19	1.78
	UN	3.36	1.23	3.32	1.29	2.40
	M	3.03	1.30	2.80	1.23	1.59
	UN	3.25	1.31	3.24	1.23	.28

Note. NSSC = Negative Stereotypes Scale, *df* = 298 \**p* < .05, \*\**p* < 0.01, *M* = married working women and UN = unmarried working women.





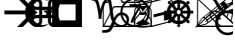











**Table 8**

*Difference between two Groups of Marital Status on Positive Stereotypes about married and unmarried working women (N=300)*

Variable	Marital Status				
	Married (n=38)		Unmarried (n=262)		t
	M	SD	M	SD	
PSSC Total for Married	155.22	22.88	165.63	24.53	2.40**
Unmarried	159.63	22.54	161.34	24.78	.39
 M	3.11	1.19	3.27	1.00	.87
 UN	2.64	1.31	2.68	1.32	.16
 M	3.03	1.05	3.07	1.10	.21
 UN	2.86	1.07	2.64	1.29	.13
 M	2.86	1.133	3.29	1.25	1.90*
 UN	3.13	1.30	3.69	1.16	2.10
 M	3.31	1.30	3.35	1.30	.182
 UN	3.70	1.16	3.92	1.02	.014*
 M	3.06	1.43	3.51	1.46	1.86
 UN	3.94	1.18	3.47	1.27	.106
 M	3.08	1.33	3.14	1.23	.24
 UN	3.58	1.18	3.56	1.20	.49
 M	3.14	1.17	3.11	1.23	.14
 UN	3.39	1.29	3.03	1.13	.73
 M	3.06	1.17	3.14	1.21	.38
 UN	3.23	1.24	3.42	1.05	.92
 M	3.31	1.21	3.42	1.22	.51
 UN	3.20	1.24	3.36	1.31	.99
 M	3.17	1.44	3.49	1.22	1.47
 UN	3.15	1.22	2.97	1.44	.96
 M	3.22	1.33	3.15	1.25	.32
 UN	2.95	1.21	2.83	1.20	.11

*Continued...*

Variable	Marital Status					
		Married (n=38)		Unmarried (n=262)		t
		M	SD	M	SD	
	M	3.08	1.18	3.26	1.11	.89
	UN	3.05	1.17	3.00	1.06	1.03
	M	2.67	1.26	2.98	1.13	1.55
	UN	2.95	1.19	3.28	1.30	.25
	M	3.25	1.15	3.60	1.09	1.78
	UN	3.36	1.11	3.11	1.16	.38
	M	3.25	1.20	3.56	1.13	1.51
	UN	3.22	1.11	2.86	1.37	.54
	M	3.11	1.34	3.05	1.23	.26
	UN	2.83	1.24	3.33	1.04	.13
	M	3.22	1.14	3.52	1.62	.106
	UN	3.39	1.16	3.14	1.33	.28
	M	3.31	1.28	3.40	1.24	.43
	UN	3.04	1.23	3.44	1.38	.45
	M	3.22	1.07	3.35	1.26	.57
	UN	3.32	1.28	3.28	1.16	.53
	M	3.25	1.20	3.38	1.14	.61
	UN	3.25	1.07	3.61	1.22	.12
	M	3.47	1.08	3.52	1.11	.22
	UN	3.54	1.11	3.30	1.10	.33
	M	3.08	1.18	3.29	1.10	1.03
	UN	3.36	1.26	3.32	1.05	.64
	M	2.97	1.05	3.22	1.07	1.28
	UN	3.36	1.07	3.30	1.08	.32
	M	3.19	1.03	3.22	.98	.15
	UN	3.22	1.04	3.32	1.08	.49
	M	2.97	1.32	3.00	1.12	.15
	UN	3.25	1.25	3.05	1.12	.95

Continued...

Variable		Marital Status				<i>t</i>
		Married ( <i>n</i> =38)		Unmarried ( <i>n</i> =262)		
		<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
→□γ, 70†	M	3.22	1.01	3.36	1.22	.62
	UN	3.11	1.21	3.04	1.09	.35
γ	M	2.97	1.15	3.21	1.09	1.23
	UN	2.75	1.02	3.14	1.06	2.07
→7 c	M	2.72	1.05	2.95	1.16	1.12
	UN	2.61	1.07	2.95	1.18	1.63*
♦○	M	3.28	1.13	3.36	1.12	.43
	UN	3.03	1.23	3.16	1.09	.67
γ	M	3.22	1.04	3.42	1.07	1.05
	UN	3.22	1.09	3.28	1.06	.30
δ←	M	2.39	1.22	2.68	1.20	1.34
	UN	2.89	1.14	3.00	1.14	.56
∩	M	3.03	1.15	3.35	1.15	1.57
	UN	2.83	1.27	2.98	1.16	.72
⊡	M	2.78	1.09	3.25	1.22	2.16
	UN	2.86	1.31	2.98	1.25	.53
□*γ	M	3.06	1.21	2.84	1.14	1.03
	UN	3.06	1.17	2.91	1.19	.73
γ	M	2.47	.94	3.07	1.12	3.03**
	UN	2.89	1.19	3.26	1.10	1.89
∩	M	2.86	1.04	3.36	1.07	2.60**
	UN	3.14	1.07	3.13	1.05	.04
⊕	M	2.97	.94	3.30	1.09	1.71
	UN	3.17	1.20	3.20	1.06	.19
⊕	M	3.28	1.21	3.48	1.14	1.00
	UN	2.64	1.07	2.56	1.20	.35
∩	M	2.31	1.23	2.36	1.07	.26
	UN	3.06	1.21	3.17	1.13	.57

Continued...

Variable		Marital Status				<i>t</i>
		Married ( <i>n</i> =38)		Unmarried ( <i>n</i> =262)		
		<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
	M	2.86	1.15	3.26	1.12	1.97*
	UN	3.00	1.33	3.15	1.20	.67
	M	2.94	1.28	3.38	1.19	2.02*
	UN	2.94	1.17	3.19	1.13	1.20
	M	2.72	.97	3.17	1.12	2.27*
	UN	3.06	1.19	3.34	1.03	1.50
	M	3.25	1.15	3.48	1.08	1.19
	UN	3.11	1.16	3.08	1.12	.17
	M	3.11	1.16	3.32	1.09	1.07
	UN	2.78	1.17	2.95	1.18	.80
	M	2.92	1.33	3.17	1.10	1.20
	UN	3.14	1.26	3.03	1.19	.52
	M	2.92	1.22	3.92	1.13	1.18
	UN	3.69	1.09	3.55	1.10	.74
	M	3.44	1.20	3.67	1.00	1.21
	UN	2.81	1.11	2.61	1.18	.92
	M	2.64	1.41	2.30	1.17	1.56
	UN	3.64	1.07	3.26	1.07	1.96
	M	3.06	1.09	3.41	.97	2.04*
	UN	3.97	1.05	3.69	1.17	1.38*
	M	1.29	3.29	3.03	1.19	1.20
	UN	3.28	1.25	3.45	1.13	.56
	M	3.39	1.20	3.63	1.11	1.19
	UN	3.30	1.12	3.06	1.13	.83

Note. PSSC= Positive Stereotypes, *df* =298 \**p*< .05, \*\**p*< 0 .01, *M*= married working women and *UN*=unmarried working women. Married= married group of students, Unmarried=unmarried group of students.















The results in Table 8 indicate that there is a significant difference between married and unmarried group of students on PSSC about married working women then unmarried working women. Where as non significant differences were found between



Variable	Marital Status					<i>t</i>
	Married ( <i>n</i> =38)		Unmarried ( <i>n</i> =262)			
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
	M	2.56	1.38	2.32	1.25	1.05
	UN	2.97	1.38	2.80	1.30	.71
	M	3.17	1.36	2.89	1.38	1.11
	UN	2.86	1.33	3.13	1.31	1.13
	M	2.42	1.38	2.22	1.20	.91
	UN	2.31	1.28	2.44	1.17	.65
	M	2.50	1.34	2.67	1.40	.70
	UN	3.14	1.29	2.83	1.32	1.30
	M	2.97	1.25	3.00	1.22	.12
	UN	3.28	1.08	2.90	1.22	1.76
	M	2.64	1.51	2.43	1.36	.83
	UN	3.03	1.15	2.80	1.33	.95
	M	2.39	1.31	2.41	1.20	.11
	UN	2.78	1.24	2.69	1.25	.41
	M	2.06	1.30	1.85	1.20	.94
	UN	2.36	1.29	2.20	1.25	.72
	M	2.61	1.12	2.36	1.25	1.15
	UN	3.00	1.43	2.87	1.26	.58
	M	2.39	1.17	2.14	1.14	1.22
	UN	2.67	1.35	2.67	1.18	.01
	M	3.81	1.14	3.80	1.11	.04
	UN	3.86	1.04	3.75	1.18	.54
	M	3.19	1.32	2.93	1.29	1.14
	UN	3.11	1.36	2.97	1.30	.59
	M	3.11	1.30	3.21	1.27	.43
	UN	3.31	1.16	3.38	1.29	.32
	M	3.00	1.39	3.08	1.29	.34
	UN	3.08	1.25	3.40	1.25	1.14

Continued...



Variable	Marital Status					<i>t</i>
	Married ( <i>n</i> =38)		Unmarried ( <i>n</i> =262)			
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
	M	2.89	1.26	3.05	1.31	.69
	UN	3.28	1.30	3.35	1.26	.33
	M	3.44	1.05	3.24	1.22	.96
	UN	3.58	1.27	3.16	1.21	1.95*
	M	3.39	1.05	3.99	1.10	.01
	UN	3.22	1.22	3.40	1.14	.88
	M	3.08	1.48	2.83	1.29	1.07
	UN	2.83	1.23	3.02	1.30	.80
	M	3.28	1.30	3.36	1.19	.38
	UN	3.75	1.02	3.52	1.14	1.12
	M	2.81	1.34	2.57	1.29	1.02
	UN	3.06	1.35	2.70	1.33	1.49
	M	2.72	1.08	2.57	1.19	.72
	UN	2.61	1.20	2.98	1.14	1.81
	M	2.53	1.34	2.49	1.25	.14
	UN	2.56	1.36	2.56	1.20	.03
	M	2.53	1.42	2.79	1.35	1.09
	UN	2.86	1.39	2.82	1.30	.19
	M	2.53	1.34	2.40	1.15	.60
	UN	2.69	1.23	2.64	1.20	.23
	M	2.67	1.21	2.55	1.15	.57
	UN	3.19	1.21	2.83	1.19	1.72
	M	2.72	1.03	2.77	1.15	.25
	UN	2.83	1.23	2.93	1.18	.47
	M	3.44	1.22	3.10	1.33	1.44
	UN	2.94	1.19	2.81	1.29	.59
	M	3.28	1.44	3.25	1.29	.12
	UN	2.33	1.26	2.66	1.09	1.63

Continued...

Variable	Marital Status					<i>t</i>
		Married ( <i>n</i> =38)		Unmarried ( <i>n</i> =262)		
		<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
”○	M	3.31	1.21	3.16	1.27	.65
	UN	3.31	1.16	3.04	1.33	1.12
□→①	M	2.89	1.36	2.64	1.32	1.06
	UN	3.75	.90	3.35	1.32	1.74
◆ ①	M	2.89	1.32	2.55	1.16	1.60
	UN	3.56	1.22	3.24	1.32	1.34
Y①②	M	2.69	1.32	2.27	1.20	1.96
	UN	3.11	1.32	2.97	1.26	.64
)(①	M	2.64	1.29	2.17	1.02	2.50**
	UN	3.14	1.24	2.74	1.19	1.84
□N①②	M	2.61	1.22	2.37	1.18	1.15
	UN	2.78	1.19	2.68	1.16	.48
↗⌚	M	2.50	1.25	2.45	1.07	.42
	UN	2.69	1.28	2.76	1.24	.30
→①②③	M	2.97	1.54	2.91	1.23	.26
	UN	2.67	1.30	2.63	1.11	.17
→①②③④	M	2.64	1.35	2.62	1.18	.06
	UN	2.97	1.29	3.03	1.28	.27
Y①②③	M	2.81	1.34	2.41	1.15	1.86
	UN	2.94	1.33	2.76	1.20	.83
”■	M	2.28	1.13	2.07	1.18	.97
	UN	2.97	1.32	2.69	1.20	1.32
Y①②③	M	2.50	1.29	2.33	1.21	.76
	UN	2.25	1.05	2.17	1.20	.38
●	M	2.06	1.17	1.92	1.50	.71
	UN	2.86	1.22	2.47	1.22	1.78
I①②③	M	2.64	1.12	3.06	1.05	2.23*
	UN	2.25	1.13	2.10	1.22	.74

Continued...

Variable		Marital Status				<i>t</i>
		Married ( <i>n</i> =38)		Unmarried ( <i>n</i> =262)		
		<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
	M	3.00	1.28	2.91	1.23	.41
	UN	3.00	1.19	2.85	1.13	.80
	M	2.14	1.33	3.16	1.15	.12
	UN	2.83	1.34	3.16	1.05	1.43
	M	2.67	1.41	2.30	1.22	1.65
	UN	2.89	1.26	3.10	1.29	.99
	M	2.58	1.29	2.32	1.23	1.19
	UN	2.56	1.25	2.44	1.17	.54
	M	2.50	1.27	2.12	1.17	1.79
	UN	3.03	1.38	2.42	1.25	2.81**
	M	3.52	1.25	3.08	1.29	1.96*
	UN	2.50	1.38	2.41	1.19	.37
	M	2.25	1.10	2.42	1.23	.84
	UN	3.44	1.08	3.05	1.28	1.82
	M	3.08	1.38	3.05	1.22	.13
	UN	2.86	1.29	2.72	1.24	.66
	M	2.97	1.42	2.90	1.24	.30
	UN	3.58	1.47	3.30	1.21	1.25

Note. NSSC = Negative Stereotypes Scale, *df* =298 \**p*<, 0.05, \*\**p*< 0 .01, *M*= married working women and *UN*=unmarried working women.

The results in Table 9 indicate that there is a non significant difference between married and unmarried group on NSSC about married and unmarried working women.

Significant differences were found on few items i.e., , , , , ,

of NSSC about married and unmarried working women. But non significant

differences were found on all rest of the items i.e., , , , , ,

, , , , and etc of NSSC about married and













unmarried working women. But the over all mean values indicate that both groups slightly scored high on NSSC about the unmarried working women as compared to the married working women.

### *Father's Education*















For the determination of the effect of education on stereotypes about married and unmarried working women, the sample was divided into two groups i.e., one, illiterate (up to primary,  $n= 116$ ) and the other is literate (middle & above  $n = 184$ ). In order to find out the significant differences between the two groups,  $t$ -analysis was computed. Results can be seen in Table 18 and 19.

**Table 10**

*Difference between Father's Education on Positive Stereotypes about married and unmarried working women (N=300)*

Variable	Father's Education				<i>t</i>
	Upto Primary ( $n=116$ )		Middle and above ( $n=184$ )		
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
PSSC Total for Married	163.21	22.40	164.35	25.45	.35
Unmarried	159.91	29.95	165.25	31.19	.07
 M	3.22	.98	3.26	1.05	.34
 UN	2.70	1.36	2.66	1.30	.23
 M	3.05	1.16	3.06	1.07	.05
 UN	2.90	1.08	2.81	1.06	.60
 M	3.22	1.33	3.22	1.25	.09
 UN	2.89	1.32	3.14	1.29	1.46
 M	3.29	1.27	3.36	1.31	.38
 UN	3.47	1.17	3.77	1.15	1.97
 M	3.47	1.35	3.43	1.37	.21
 UN	3.85	1.21	3.94	1.16	.66*
 M	3.16	1.26	3.13	1.24	.20
 UN	3.47	1.25	3.60	1.17	.82

*Continued...*




Variable	Father's Education				<i>t</i>	
	Upto Primary ( <i>n</i> =116)		Middle and above ( <i>n</i> =184)			
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
	M	3.00	1.30	3.14	1.20	.84
	UN	3.39	1.21	3.40	1.31	.03
	M	3.06	1.17	3.14	1.22	.51
	UN	3.05	1.23	3.24	1.23	1.19
	M	3.34	1.23	3.43	1.21	.52
	UN	3.18	1.18	3.24	1.23	.39
	M	3.19	1.37	3.53	1.20	2.07*
	UN	3.14	1.14	3.18	1.26	.25
	M	3.30	1.22	3.08	1.28	1.33
	UN	2.86	1.20	2.98	1.25	.71
	M	3.18	1.08	3.24	1.13	.45
	UN	2.99	1.16	3.03	1.18	.25
	M	3.10	1.12	2.88	1.15	1.48
	UN	3.08	1.18	2.91	1.17	1.07
	M	3.48	1.11	3.56	1.11	.55
	UN	3.25	1.16	3.38	1.13	.81
	M	3.47	1.16	3.54	1.13	.46
	UN	3.25	1.01	3.19	1.14	.46
	M	3.11	1.19	3.03	1.26	.53
	UN	2.90	1.23	2.80	1.16	.62
	M	3.38	1.05	3.51	1.72	.63
	UN	3.30	1.07	3.41	1.17	.71
	M	3.27	1.23	3.34	1.26	.88
	UN	2.97	1.14	3.12	1.28	.51
	M	3.30	1.29	3.34	1.22	.21
	UN	3.23	1.31	3.02	1.29	.78
	M	3.23	1.22	3.23	1.22	1.12
	UN	3.34	1.01	3.22	1.10	.85

Continued...









Variable	Father's Education					
		Upto Primary		Middle and above		<i>t</i>
		(n =116)		(n =184)		
		<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
☉☽☿	M	2.82	1.18	3.04	1.24	5.44
	UN	3.15	1.08	3.23	1.13	.53
♃	M	2.97	1.07	3.11	1.20	1.66
	UN	3.09	.93	3.14	1.09	.37
♄	M	3.35	1.02	3.22	1.22	.33
	UN	3.24	1.02	3.18	1.08	.42
♅♄♃	M	3.26	1.20	3.43	1.12	.14
	UN	2.51	1.13	2.59	1.20	.52
♅♄	M	3.45	1.16	2.32	1.09	.34
	UN	3.19	1.11	3.13	1.15	.39
♅♄♃♂	M	2.37	1.09	3.28	1.14	.66
	UN	3.19	1.21	3.09	1.23	.64
♅♄♃♂♂♂	M	3.18	1.22	3.27	1.21	.49
	UN	3.24	1.01	3.11	1.18	.66
♂♂♂♂	M	3.34	1.20	3.18	1.11	.62
	UN	3.29	.85	3.30	1.11	.05
♂♂♂	M	3.09	1.11	3.43	1.11	.12
	UN	3.05	1.10	3.09	1.12	.27
♂♂♂♂	M	3.45	1.09	3.20	1.21	.79
	UN	2.97	1.05	2.90	1.21	.45
♂	M	3.32	1.09	3.13	1.15	.06
	UN	3.10	1.18	3.01	1.20	.55
♂♂	M	3.14	1.12	3.14	1.20	.87
	UN	2.66	1.08	3.53	1.10	.89
♂♂	M	3.27	1.12	3.66	.91	.18
	UN	2.65	1.14	2.63	1.17	1.01
♂♂	M	3.63	1.06	2.33	1.11	.12
	UN	3.39	1.05	3.27	1.08	.85

Continued...

Variable	Father's Education				<i>t</i>	
	Upto Primary ( <i>n</i> =116)		Middle and above ( <i>n</i> =184)			
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
	M	2.35	1.24	3.52	.97	1.63
	UN	3.63	1.11	3.74	1.18	.68
	M	3.31	.99	3.34	1.18	.78
	UN	3.44	1.15	3.43	1.14	.05
	M	3.22	1.21	3.53	1.14	.59
	UN	3.03	1.10	3.02	1.01	.03

Note. PSSC= Positive Stereotypes Scale, *df* =298 \**p*< .05, \*\**p*< 0.01, *M*= married working women and *UN*=unmarried working women.

















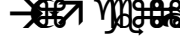
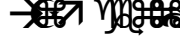




The results in Table 10 indicate that there are non significant differences between the two groups of fathers' education on PSSC about the married and unmarried working women. Significant differences were also found on the two items of PSSC only

these two items are  and  about the married and unmarried working women. Rest of all the items i. e., , , , and  etc were found non significant. But the overall mean values indicate that people whose father's are more educated scored high on PSSC about the unmarried working women than the people whose father's are less educated.

















**Table 11**















*Difference between Father's Education on Negative Stereotypes about unmarried and married working women (N=300)*

Variable	Father's Education				<i>t</i>
	Upto Primary ( <i>n</i> =116)		Middle and above ( <i>n</i> =184)		
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
NSSS Total for Married	150.91	34.05	152.46	31.67	.36
Unmarried	160.74	20.72	160.98	25.79	.22
 M	2.54	1.14	2.68	1.16	.888
 UN	2.96	1.27	2.92	1.37	.30
 M	2.44	1.24	2.24	1.17	1.27
 UN	3.06	1.29	3.01	1.36	.74
 M	3.05	1.29	2.71	1.35	1.91*
 UN	3.42	1.23	3.54	1.30	.18
 M	3.41	1.30	3.68	1.84	1.21
 UN	3.44	1.37	3.48	1.26	1.00
 M	2.75	1.25	3.12	1.30	2.18*
 UN	3.18	1.39	3.25	1.31	.92
 M	2.22	1.19	2.38	1.29	.99
 UN	2.71	1.33	2.87	1.31	.70
 M	2.73	1.47	3.00	1.35	1.46
 UN	3.00	1.39	3.12	1.28	.41
 M	2.15	1.18	2.28	1.23	.77
 UN	2.38	1.13	2.44	1.19	.14
 M	2.63	1.36	2.66	1.40	.22
 UN	2.85	1.29	2.87	1.34	.13
 M	2.90	1.30	3.03	1.19	.82
 UN	2.92	1.08	2.95	1.26	.61
 M	2.25	1.26	2.52	1.41	1.50
 UN	2.91	1.37	2.81	1.29	.20















*Continued...*

Variable	Father's Education					
		Upto Primary		Middle and above		<i>t</i>
		(n = 116)		(n = 184)		
		<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
	M	2.37	1.22	2.41	1.21	.28
	UN	2.72	1.29	2.69	1.23	1.18
	M	2.05	1.34	1.84	1.16	1.45
	UN	2.08	1.19	2.27	1.27	.63
	M	2.25	1.25	3.43	1.23	1.06
	UN	2.80	1.28	2.90	1.30	.78
	M	2.11	1.15	2.19	1.14	.50
	UN	2.58	1.17	2.71	1.21	.56
	M	3.75	1.05	3.82	1.14	.52
	UN	3.71	1.28	3.80	1.13	1.82
	M	2.73	1.30	3.05	1.28	1.83
	UN	2.77	1.36	3.09	1.28	1.10
	M	2.97	1.37	3.28	1.23	1.80
	UN	3.24	1.20	3.43	1.30	.17
	M	2.93	1.26	3.13	1.31	1.33
	UN	3.34	1.23	3.37	1.25	.73
	M	2.99	1.40	3.05	1.27	.39
	UN	3.44	1.25	3.32	1.26	.20
	M	3.18	1.31	3.29	1.16	.68
	UN	3.24	1.23	3.21	1.23	.29
	M	3.30	1.10	3.41	1.09	.72
	UN	3.35	1.12	3.40	1.16	.33
	M	2.87	1.41	2.86	1.29	.05
	UN	2.96	1.31	3.02	1.29	1.85
	M	3.46	1.24	3.32	1.19	.85
	UN	3.34	1.20	3.62	1.09	.73
	M	2.62	1.37	2.60	1.28	.13
	UN	2.66	1.34	2.79	1.33	.79

Continued...

Variable	Father's Education					
		Upto Primary (n = 116)		Middle and above (n = 184)		t
		M	SD	M	SD	
		M	2.51	1.17	2.63	1.18
	UN	2.85	1.07	2.97	1.17	.32
	M	2.29	1.15	2.58	1.28	1.75
	UN	2.53	1.20	2.58	1.23	1.02
	M	2.80	1.32	2.76	1.38	.23
	UN	2.70	1.34	2.87	1.31	1.42
	M	2.35	1.19	2.44	1.16	.54
	UN	2.48	1.14	2.71	1.22	.87
	M	2.52	1.13	2.57	1.17	.36
	UN	2.77	1.19	2.91	1.19	1.04
	M	2.72	1.17	2.78	1.12	.38
	UN	2.80	1.21	2.96	1.17	1.86
	M	3.12	1.34	3.15	1.32	.13
	UN	2.59	1.21	2.90	1.29	.15
	M	3.24	1.32	3.25	1.31	.07
	UN	2.61	1.04	2.62	1.14	.08
	M	3.14	1.30	3.19	1.25	.33
	UN	3.08	1.35	3.09	1.30	.59
	M	2.78	1.38	2.63	1.32	.91
	UN	3.33	1.26	3.43	1.29	1.73
	M	2.57	1.27	2.62	1.16	.29
	UN	3.05	1.29	3.35	1.31	2.28
	M	2.53	1.58	2.25	1.06	1.73
	UN	2.70	1.17	3.07	1.28	.60*
	M	2.38	1.09	2.19	1.06	1.38
	UN	2.71	1.08	2.81	1.52	1.23
	M	2.41	1.19	2.41	1.19	.04
	UN	2.54	1.07	2.73	1.19	.29

Continued...

Variable	Father's Education					
		Upto Primary		Middle and above		<i>t</i>
		(n = 116)		(n = 184)		
		<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
	M	2.54	1.18	2.38	1.05	1.11
	UN	2.72	1.16	2.76	1.27	1.31
	M	2.82	1.35	2.95	1.23	.74
	UN	2.78	1.14	2.59	1.13	.57
	M	2.65	1.25	2.62	1.19	.13
	UN	2.96	1.34	3.06	1.26	1.96
	M	2.54	1.23	2.46	1.17	.39
	UN	2.56	1.14	2.87	1.23	.90*
	M	2.03	1.18	2.13	1.17	.68
	UN	2.62	1.33	2.76	1.79	1.36
	M	2.54	1.17	2.29	1.22	1.57
	UN	2.03	1.10	2.24	1.22	.52
	M	1.95	1.02	1.92	1.08	.18
	UN	2.58	1.19	2.50	1.25	.97
	M	2.92	1.05	3.03	1.07	.76
	UN	2.01	1.05	2.16	1.16	1.35
	M	3.08	1.28	2.86	1.22	1.30
	UN	3.00	1.01	2.81	1.08	.27
	M	3.14	1.16	2.39	1.33	.15
	UN	3.09	1.28	3.14	1.30	.74
	M	2.33	1.22	2.34	1.28	.40
	UN	2.97	1.20	3.09	1.19	1.19
	M	2.35	1.23	2.19	1.22	.04
	UN	2.32	1.18	2.51	1.26	1.24
	M	2.17	1.18	3.18	1.28	.15
	UN	2.34	1.18	2.54	1.24	.55
	M	3.10	1.30	2.93	1.21	.11
	UN	2.35	1.30	2.45	1.28	.70

Continued...

Variable	Father's Education				<i>t</i>	
	Upto Primary ( <i>n</i> =116)		Middle and above ( <i>n</i> =184)			
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
① ② ③	M	2.43	1.22	3.27	1.25	.42
	UN	3.01	1.19	3.13	1.25	.37
④ ⑤	M	2.97	1.21	2.97	1.33	.20
	UN	2.70	1.24	2.76	1.21	.19
⑥ ⑦ ⑧ ⑨	M	2.90	1.25	2.56	1.23	1.84
	UN	3.35	1.21	3.33	1.27	.38

Note. NSSC = Negative Stereotypes Scale *df* =298 \**p*<.05, \*\**p*< 0.01, *M*= married working women and *UN*=unmarried working women.























The results in Table 11 indicate that there are non significant differences on NSSC about the married and unmarried working women. Significant differences were found only on the three items i.e., ①, ④, ⑨, of the NSSC about the married and unmarried working women, but rest of the items i.e., ②, ③, ⑤, ⑥, ⑦, ⑧, ⑩ etc showed non significant differences about the married and unmarried working women. The overall mean values indicate that people from both groups of father's education scored high on NSSC about the unmarried working women as compared to the married working women.

### Mother's Education





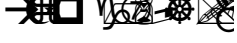









For the determination of the effect of mother's education on stereotypes about married and unmarried working women, the sample was divided into two groups i.e., one, illiterate (up to primary, *n*= 213) and the other is literate (middle & above *n* = 87). In order to find out the significant differences between the two groups, *t*-analysis was computed. Results can be seen in Table 12 and 13.

**Table 12**

*Difference between Mother's Education on Positive Stereotypes about married and unmarried working women (N=300)*

Variable	Mother's Education				<i>t</i>
	Up to Primary ( <i>n</i> =213)		Middle and above ( <i>n</i> =87)		
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
PSSC Total for Married	164.25	25.05	163.67	25.13	.16
Unmarried	159.31	23.72	161.32	24.59	1.38
 M	3.23	1.00	3.28	1.09	.45
 UN	2.67	1.32	2.67	1.31	1.38
 M	3.02	1.08	3.11	1.12	.66
 UN	2.77	1.09	2.94	1.00	.00
 M	3.12	1.34	3.37	1.15	1.63
 UN	2.94	1.30	3.27	1.28	1.39*
 M	3.33	1.30	3.35	1.30	.10
 UN	3.68	1.22	3.70	1.08	2.14
 M	3.56	1.30	3.26	1.44	1.88
 UN	3.97	1.15	3.86	1.19	.12
 M	3.14	1.24	3.13	1.26	.07
 UN	3.52	1.20	3.63	1.19	.78
 M	3.05	1.21	3.18	1.25	.86
 UN	3.28	1.29	3.58	1.26	.72*
 M	3.04	1.21	3.24	1.18	1.38
 UN	3.00	1.26	3.48	1.13	1.96**
 M	3.30	1.20	3.56	1.23	1.80
 UN	3.05	1.17	3.48	1.25	3.36**
 M	3.34	1.26	3.59	1.22	1.71
 UN	3.07	1.21	3.33	1.23	3.05
 M	3.17	1.25	3.10	1.29	.44
 UN	2.87	1.24	3.06	1.22	1.78

*Continued...*

Variable	Mother's Education					
		Up to Primary (n =213)		Middle and above (n =87)		t
		M	SD	M	SD	
		M	3.18	1.12	3.30	1.10
	UN	2.99	1.14	3.06	1.22	1.27
	M	2.98	1.17	2.88	1.12	.75
	UN	2.94	1.16	2.98	1.20	.50
	M	3.54	1.11	3.53	1.11	.08
	UN	3.29	1.16	3.42	1.11	.31
	M	3.56	1.14	3.47	1.15	.65
	UN	3.07	1.12	3.41	1.06	.90**
	M	3.03	1.25	3.08	1.22	.28
	UN	2.71	1.21	2.99	1.30	2.63*
	M	3.51	1.80	3.43	1.13	.38
	UN	3.38	1.14	3.38	1.15	1.90
	M	3.26	1.27	3.55	1.20	2.00*
	UN	3.03	1.20	3.04	1.31	.00
	M	3.34	1.26	3.31	1.20	.24
	UN	3.36	1.27	3.28	1.33	.05
	M	3.32	1.20	3.41	1.06	.67
	UN	3.21	1.07	3.32	1.07	.47
	M	3.48	1.08	3.53	1.15	.31
	UN	3.52	1.11	3.59	1.14	.83
	M	3.33	1.11	3.30	1.12	1.34
	UN	3.23	1.10	3.28	1.05	.56
	M	3.21	1.10	3.17	1.07	.30
	UN	3.29	1.08	3.33	1.07	.37
	M	3.26	1.03	3.14	.91	.97
	UN	3.30	1.06	3.32	1.10	.30
	M	3.02	1.14	2.95	1.13	.53
	UN	3.16	1.10	9.97	1.21	.13

Continued...





Variable	Mother's Education					
		Up to Primary (n =213)		Middle and above (n =87)		t
		M	SD	M	SD	
	→⊗⊗⊗	M	3.21	1.19	3.20	1.02
	UN	3.13	1.23	3.09	1.21	1.27
→⊗⊗⊗	M	3.35	1.20	3.28	1.21	.46
	UN	3.23	1.11	3.08	1.18	.25
●⊗⊗	M	3.19	1.10	2.98	1.12	1.60
	UN	3.30	1.07	3.29	1.02	1.13
⊗⊗	M	3.44	1.12	3.45	1.06	.08
	UN	3.08	1.12	3.08	1.11	.06
⊗⊗⊗	M	3.23	1.12	3.37	1.06	1.02
	UN	2.94	1.14	2.89	1.22	.04
◆	M	3.18	1.12	3.05	1.14	1.03
	UN	3.01	1.21	3.08	1.17	.38
⊗	M	3.25	1.17	3.22	1.10	.24
	UN	3.56	1.13	3.58	1.05	.55
↗	M	3.66	.99	3.61	1.06	.43
	UN	2.72	1.15	2.51	1.17	.15
⊗	M	2.29	1.20	2.42	1.21	.85
	UN	3.27	1.07	3.38	1.07	1.51
⊗	M	3.39	1.00	3.32	.97	.66
	UN	3.71	1.12	3.72	1.23	.72
→⊗⊗⊗	M	3.43	1.18	2.98	1.98	3.16**
	UN	3.29	1.17	3.63	1.07	.15**
⊗	M	3.55	1.14	3.67	1.10	.88
	UN	3.15	1.07	3.36	1.05	.15**















Note. PSSC= Positive Stereotypes Scale, df =298 \*p<, 0.05, \*\*p< 0.01, M= married working women and UN=unmarried working women.

The results in Table12 indicate the non significant differences between the two groups of mother's education on PSSC about the married and unmarried working women. Significant differences were also found only on ten items i.e.,



Variable	Mother's Education					
		Upto Primary (n =213)		Middle and above (n =87)		t
		M	SD	M	SD	
”↑✂	M	2.30	1.26	2.98	1.43	.72
	UN	3.23	1.32	2.88	1.27	2.32
√½	M	2.86	1.31	2.24	1.26	.07
	UN	2.45	1.22	2.39	1.11	.41
→✂	M	2.25	1.16	2.71	1.44	.93
	UN	2.94	1.30	2.75	1.36	1.24
➤ ✂	M	2.26	1.31	2.99	1.26	.03
	UN	2.99	1.25	2.86	1.1	.94
◆ ✂	M	3.00	1.16	2.48	1.36	.37
	UN	2.93	1.34	2.68	1.26	1.62
◆ ✂	M	2.42	1.35	2.42	1.23	.38
	UN	2.72	1.24	2.66	1.26	.43
⊗ ✂	M	2.37	1.18	1.98	1.29	1.80
	UN	2.17	1.22	2.30	1.30	.89
▲ ↴	M	1.73	1.08	2.38	1.52	.05
	UN	2.99	1.33	2.70	1.22	1.93
◆ ↻	M	2.38	1.22	2.21	1.11	.75
	UN	2.73	1.19	2.58	1.20	1.05
→⊗ ↻	M	2.11	1.19	3.75	1.13	1.01
	UN	3.73	1.26	3.83	1.02	.72
←↻	M	3.88	1.09	3.01	1.27	.78
	UN	3.07	1.31	2.90	1.31	1.11
☞ ✂	M	2.89	1.32	3.21	1.29	.24
	UN	3.47	1.23	3.23	1.33	1.59
→✂ ☆③ ▽ ⊗	M	3.18	1.24	3.06	1.26	.18
	UN	3.41	1.25	3.29	1.23	.81
☞ ⊗	M	3.08	1.35	3.03	1.38	.14
	UN	3.51	1.28	3.12	1.19	2.67

Continued...

Variable	Mother's Education					
		Upto Primary (n =213)		Middle and above (n =87)		t
		M	SD	M	SD	
	M	3.05	1.18	3.23	1.20	.50
	UN	3.33	1.21	3.05	1.2	1.92
	M	3.30	1.19	3.33	1.13	1.01
	UN	3.39	1.17	3.38	1.111	.14
	M	3.46	1.06	2.98	1.31	1.88
	UN	3.11	1.26	2.85	1.32	1.68
	M	2.69	1.32	3.44	1.16	1.54
	UN	3.59	1.09	3.48	1.18	.85
	M	3.26	1.25	2.67	1.39	1.12
	UN	2.84	1.34	2.62	1.31	1.44
	M	2.56	1.16	2.63	1.17	.45
	UN	3.03	1.15	2.80	1.14	1.68
	M	2.56	1.19	2.50	1.29	.05
	UN	2.66	1.25	2.43	1.17	1.58
	M	2.51	1.20	2.81	1.36	.69
	UN	2.83	1.33	2.82	1.31	.10
	M	2.70	1.37	2.38	1.13	.70
	UN	2.61	1.17	2.70	1.24	.62
	M	2.45	1.23	2.58	1.19	.42
	UN	2.88	1.19	2.87	1.20	.07
	M	2.53	1.13	2.81	1.11	.79
	UN	2.89	1.16	2.96	1.22	.49
	M	2.70	1.16	3.20	1.13	.90
	UN	2.79	1.22	2.89	1.35	.75
	M	3.06	1.30	3.30	1.30	.80
	UN	2.63	1.08	2.60	1.17	.25
	M	3.18	1.33	3.30	1.23	2.01
	UN	3.15	1.13	2.99	1.31	1.02

Continued...

Variable	Mother's Education					
		Upto Primary (n =213)		Middle and above (n =87)		t
		M	SD	M	SD	
	M	3.00	1.29	2.76	1.34	1.41
	UN	3.44	1.26	3.35	1.31	.58
	M	2.53	1.31	2.70	1.20	1.72
	UN	3.30	1.29	3.23	1.33	.48
	M	2.46	1.16	2.41	1.28	1.46
	UN	2.95	1.23	3.01	1.31	.39
	M	2.20	1.12	2.27	1.03	.59
	UN	3.83	1.20	2.71	1.21	.83
	M	2.19	1.13	2.43	1.22	.41
	UN	2.79	1.16	2.53	1.14	1.93
	M	2.38	1.15	2.50	1.09	1.42
	UN	2.82	1.24	2.64	1.23	1.19
	M	2.32	1.08	3.03	1.23	1.81
	UN	2.67	1.13	2.59	1.15	.59
	M	2.76	1.30	2.68	1.15	.84
	UN	3.13	1.26	2.89	1.30	1.56
	M	2.56	1.27	2.54	1.19	1.16
	UN	2.81	1.20	2.76	1.25	.32
	M	2.38	1.18	2.13	1.20	.50
	UN	2.73	1.26	2.73	1.15	.01
	M	2.06	1.14	2.45	1.22	1.57
	UN	2.22	1.18	2.13	1.22	.58
	M	2.23	1.19	2.41	1.07	1.61
	UN	2.62	1.21	2.37	1.25	1.76
	M	1.81	1.04	3.04	1.03	.81
	UN	2.12	1.07	2.13	1.22	.06
	M	2.94	1.11	2.96	1.25	.10
	UN	2.95	1.03	2.73	1.10	1.79

Continued...

Variable		Mother's Education				t
		Upto Primary (n =213)		Middle and above (n =87)		
		M	SD	M	SD	
⌘ ⚡ ⚙ ⚙	M	2.86	1.22	3.15	1.18	.12
	UN	3.17	1.25	3.05	1.35	.80
◆ Ⓜ	M	3.17	1.14	2.36	1.24	.30
	UN	3.07	1.18	3.05	1.20	.11
★ □	M	2.32	1.27	2.36	1.24	.24
	UN	2.43	1.12	2.50	1.30	.45
🏠	M	2.33	1.24	2.22	1.22	.81
	UN	2.54	1.24	2.43	1.21	.84
◆ ☠	M	2.11	1.13	3.17	1.41	.70
	UN	2.46	1.27	2.37	1.30	.62
Ⓜ Ⓜ Ⓜ	M	3.06	1.28	2.56	1.23	2.52**
	UN	3.13	1.24	3.04	1.23	.62
Ⓜ ◆ Ⓜ	M	2.20	1.17	3.19	1.23	2.56**
	UN	2.77	1.19	2.70	1.26	.46
→ Ⓜ Ⓜ Ⓜ Ⓜ	M	2.83	1.20	2.92	1.31	.00
	UN	3.46	1.21	3.18	1.31	1.90*

Note. NSSC = Negative Stereotypes Scale,  $df = 298$  \* $p < .05$ , \*\* $p < 0.01$ , M= married working women and UN=unmarried working women.

The results in Table 13 indicate that there are non significant differences between the two groups of mother's education on NSSC about the married and unmarried working women. Significant differences were also found on the three item i.e., Ⓜ Ⓜ Ⓜ, Ⓜ ◆ Ⓜ, and → Ⓜ Ⓜ Ⓜ Ⓜ of NSSC about the married and unmarried working women, but all rest of the items i. e., ⌘ ⚡ ⚙ ⚙, ◆ ☠, Ⓜ Ⓜ Ⓜ, Ⓜ ◆ Ⓜ, Ⓜ Ⓜ Ⓜ Ⓜ, and "↑ Ⓜ etc showed non significant differences. The overall mean values indicate that people whose fathers are up to primary scored slightly high on NSSC about the married working women than the people whose father's are middle and







above. But the over all results showed that both the groups scored high on NSSC about the unmarried working women than the married working women.

### *Mother's Occupation*

For the determination of the effect of mother's occupation on stereotypes about married and unmarried working women, the sample was divided into two groups i.e., one, working ( $n= 42$ ) and the other is non working ( $n = 258$ ). In order to find out the significant differences between the two groups,  $t$ -analysis was computed. Results can be seen in Table 14 and 15.

**Table 14**

*Difference between Mother's Occupation on Positive Stereotypes about married and unmarried working women (N=300)*

Variable		Mother's Occupation				$t$
		Working ( $n=42$ )		Non Working ( $n=258$ )		
		$M$	$SD$	$M$	$SD$	
PSSC Total for Married		166.53	26.11	163.54	24.45	.74
Unmarried		165.93	26.63	160.01	24.12	1.49
	M	3.16	1.10	3.26	1.03	.64
	UN	2.80	1.34	3.62	1.30	1.75
	M	2.98	1.37	3.07	1.04	.50
	UN	3.67	1.19	3.39	1.04	.96
	M	3.3	1.27	3.20	1.27	.66
	UN	3.44	1.33	3.01	1.29	1.09
	M	3.31	1.24	3.34	1.32	.14
	UN	3.33	1.14	3.21	1.17	.15
	M	3.49	1.37	3.43	1.36	.25
	UN	2.93	1.16	3.16	1.78	.76
	M	3.18	1.33	3.10	1.23	.23
	UN	2.56	1.71	2.61	1.20	.50

*Continued...*

Variable	Mother's Occupation				<i>t</i>	
	Working ( <i>n</i> = 42)		Non Working ( <i>n</i> =258)			
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
	M	3.27	1.42	3.07	1.20	1.0
	UN	2.49	1.31	2.81	1.29	.090
	M	3.42	1.23	3.07	1.20	1.80
	UN	3.27	1.27	3.04	1.22	1.86
	M	3.60	1.30	3.41	1.26	1.16
	UN	2.87	1.37	3.70	1.19	1.20
	M	3.29	1.14	3.11	1.29	.93
	UN	3.00	1.31	3.94	1.22	.08
	M	3.29	1.16	3.21	1.11	.86
	UN	2.84	1.30	3.55	1.23	.46
	M	3.02	1.15	2.92	1.15	.41
	UN	2.18	1.20	3.40	1.16	1.39
	M	3.42	1.15	3.56	1.10	.56
	UN	2.62	1.37	3.14	1.14	.38
	M	3.76	1.09	3.48	1.15	.76
	UN	2.58	1.03	3.19	1.15	1.47
	M	3.27	1.21	3.01	1.24	1.51
	UN	3.91	1.05	3.17	1.11	1.89
	M	3.33	1.24	3.50	1.62	1.28
	UN	2.71	1.24	2.96	1.26	.90
	M	3.67	1.22	3.32	1.25	.65
	UN	3.02	1.03	2.95	1.16	.72
	M	3.64	1.26	3.28	1.23	1.78
	UN	3.40	1.25	2.95	1.25	.91
	M	3.53	1.03	3.32	1.71	1.84
	UN	3.16	1.42	3.31	1.27	.98
	M	3.53	1.17	3.49	1.10	1.15
	UN	2.96	1.05	3.15	1.07	1.44

Continued...





Variable	Mother's Occupation				<i>t</i>	
	Working ( <i>n</i> =42)		Non Working ( <i>n</i> =258)			
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
Y30 C	M	3.27	1.15	3.29	1.07	.36
	UN	3.07	1.18	3.22	1.22	1.72
H	M	3.20	1.25	3.26	1.04	.11
	UN	2.96	1.04	2.94	1.12	1.14
Φ	M	3.64	1.17	3.41	1.15	1.25
	UN	2.69	1.09	2.86	1.06	.79
ⓅⓆⓇ	M	2.22	1.04	2.37	1.10	.85
	UN	2.58	1.15	2.92	1.20	.11
ⓈⓉ	M	3.29	1.05	3.19	1.14	.54
	UN	2.71	1.09	2.90	1.17	1.07
→ⓈⓉⓊ	M	3.27	1.33	3.33	1.18	.32
	UN	2.89	1.15	3.19	1.19	.08
→ⓈⓉⓊⓋ	M	3.22	1.02	3.09	1.13	.70
	UN	3.22	1.09	3.13	1.09	.73
●3ⓉⓊ	M	3.22	1.25	3.48	1.07	1.45
	UN	2.78	1.22	3.17	1.14	.01
ⓈⓉⓊ	M	3.29	1.10	3.28	1.10	.03
	UN	2.82	1.24	2.57	1.06	1.08
ⓈⓉⓊ	M	3.27	.98	3.11	1.15	.87
	UN	2.33	.96	3.13	1.14	1.01
◆	M	3.33	1.06	3.22	1.16	.60
	UN	2.40	1.11	3.11	1.14	1.12
Y30	M	3.71	1.05	3.63	1.02	.48
	UN	2.07	1.20	3.20	1.02	.47
↖	M	3.33	1.16	3.71	1.60	1.15
	UN	2.78	1.20	3.27	1.06	.70
ⓈⓉ	M	2.53	1.32	2.31	1.18	1.40
	UN	3.38	1.15	3.05	1.14	.51

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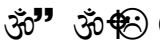
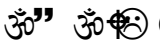










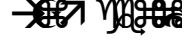
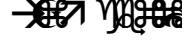




Variable	Mother's Occupation				<i>t</i>	
	Working ( <i>n</i> =42)		Non Working ( <i>n</i> =258)			
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
	M	3.56	.94	3.33	.99	2.32
	UN	3.22	1.27	2.91	1.09	.04
	M	2.87	1.35	3.32	1.17	.03*
	UN	2.78	1.16	3.02	1.02	1.23
	M	3.60	1.17	3.59	1.12	.02
	UN	2.36	1.29	3.56	1.13	1.28

Note. PSSC= Positive Stereotypes Scale, *df* =298 \**p*<, 0.05, \*\**p*< 0 .01, *M*= married working women and *UN*=unmarried working women.















The results in Table 14 indicate that there are non significant differences between the people whose mothers are working and non working on the PSSC about the married and unmarried working women. Non significant differences were also found on all the items i.e., , , , and etc of PSSC about the married and unmarried working women except the two item i.e., and which showed the significant difference about the unmarried working women as compared to the married working women. The over all mean values indicate that both groups scored high on PSSC about the married working women as compared to the unmarried working women, but mean values also indicate that people whose mothers are working slightly scored high on PSSC about the married and unmarried working women than those whose mothers were non work.

**Table 15**

*Difference between Mother's Occupation on Negative Stereotypes about unmarried and married working women (N=300)*

Variable	Mother's Occupation				t
	Working (n = 42)		Non Working (n =258)		
	M	SD	M	SD	
NSSS Total for Married	146.04	35.74	153.16	31.62	1.36
Unmarried	162.31	36.72	164.09	29.90	.35
 M	2.71	1.16	2.63	1.57	.41
 UN	2.80	1.02	3.06	1.15	.89
 M	2.22	1.08	2.31	1.21	.43
 UN	2.23	1.23	3.12	1.23	.99
 M	2.67	1.24	2.82	1.03	.71
 UN	2.21	1.15	3.15	1.53	.34
 M	3.29	1.23	3.66	1.79	1.34
 UN	3.03	1.19	3.00	1.24	.98
 M	3.16	1.24	3.00	1.13	.73
 UN	3.12	1.19	3.25	1.02	.88
 M	2.40	1.32	2.33	1.26	.35
 UN	3.12	1.21	3.15	1.26	.55
 M	2.93	1.41	2.93	1.41	.01
 UN	2.16	1.14	2.19	1.45	.04**
 M	2.33	1.22	2.33	1.22	.52
 UN	2.13	1.23	2.98	1.28	.59*
 M	2.64	1.26	2.65	1.41	.04
 UN	2.66	1.25	2.88	1.23	.67
 M	2.87	1.19	3.02	1.22	.75
 UN	2.87	1.24	2.98	1.01	.77
 M	2.51	1.50	2.44	1.35	.29
 UN	2.16	1.22	2.49	1.09	.72














*Continued...*

Variable	Mother's Occupation					
		Working ( <i>n</i> = 42)		Non Working ( <i>n</i> =258)		<i>t</i>
		<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
	M	2.56	1.13	2.37	1.23	.92
	UN	2.15	1.02	2.69	1.13	.67
	M	1.76	1.17	1.90	1.23	.73
	UN	2.23	1.01	2.59	1.30	1.40
	M	2.27	1.19	2.40	1.25	.67
	UN	2.99	1.02	2.88	1.20	.99
	M	2.00	1.14	2.20	1.15	1.08
	UN	2.12	1.10	2.14	1.15	1.25
	M	3.82	1.05	3.80	1.13	.12
	UN	3.45	1.01	2.59	1.3	3.10
	M	2.67	1.33	3.02	1.22	1.68
	UN	3.00	1.02	2.56	1.18	1.01*
	M	3.13	1.40	3.07	1.29	.14
	UN	3.00	1.03	3.00	1.13	1.02
	M	3.04	1.34	3.07	1.29	.27
	UN	3.06	1.13	3.10	1.15	1.11
	M	3.09	1.42	3.03	1.28	1.67
	UN	3.05	1.25	3.06	1.13	.69
	M	2.98	1.39	3.30	1.16	.73
	UN	3.10	1.21	3.59	1.01	.74
	M	3.49	1.14	3.36	1.09	2.0
	UN	3.10	1.11	3.55	1.09	.496
	M	2.49	1.29	2.93	1.32	.66*
	UN	2.69	1.21	2.89	1.09	.48
	M	3.24	1.26	3.37	1.99	.73
	UN	3.67	1.22	3.36	1.06	1.10
	M	2.47	1.14	2.62	1.33	.12
	UN	3.02	1.14	3.16	1.03	1.27




Continued...

Variable	Mother's Occupation					
		Working (n = 42)		Non Working (n =258)		t
		M	SD	M	SD	
	M	2.58	1.19	2.60	1.18	.45
	UN	2.98	1.21	2.69	1.05	2.12
	M	2.58	1.34	2.80	1.36	.98
	UN	2.99	1.15	2.69	1.13	1.13
	M	2.51	1.29	2.40	1.15	.571
	UN	2.66	1.09	2.56	1.20	1.30
	M	2.64	1.15	2.55	1.17	.51
	UN	2.98	1.11	2.98	1.20	.56
	M	2.58	1.11	2.80	1.13	1.18
	UN	2.47	1.41	2.84	1.20	.98
	M	3.22	1.36	3.13	1.32	.42
	UN	2.56	1.17	3.06	1.21	1.02
	M	2.91	1.34	3.23	1.25	1.63
	UN	2.78	1.34	3.04	1.13	1.11
	M	2.53	1.42	2.69	1.32	1.54
	UN	2.56	1.12	3.00	1.14	.96
	M	2.33	1.10	2.65	1.20	.73
	UN	2.45	1.15	2.98	1.13	.55
	M	2.00	1.10	2.39	1.24	1.66
	UN	2.13	1.21	2.56	1.12	.56
	M	1.98	.98	2.28	1.08	1.9*
	UN	2.15	.97	2.15	1.05	.77
	M	2.27	1.13	2.44	1.20	1.76*
	UN	2.46	1.12	2.46	1.04	.98
	M	2.07	.96	2.49	1.10	.88
	UN	1.68	1.10	2.18	1.07	.55
	M	2.58	1.21	2.98	1.27	2.42
	UN	2.47	1.22	2.98	1.09	1.20























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Variable	Mother's Occupation					
		Working (n = 42)		Non Working (n =258)		t
		M	SD	M	SD	
	M	2.49	1.18	2.66	1.21	1.99**
	UN	2.56	1.22	2.99	1.13	1.21
	M	2.18	1.13	2.53	1.19	.86
	UN	2.98	1.09	2.88	1.09	1.19
	M	1.98	1.09	2.13	1.19	1.81
	UN	3.00	1.01	2.79	1.07	1.11
	M	2.00	1.16	2.43	1.27	.77
	UN	3.21	1.13	2.46	1.20	1.06
"■	M	1.80	1.21	1.95	1.06	2.17*
	UN	3.00	1.21	2.59	1.05	1.02*
	M	2.98	1.07	3.00	1.06	.88
	UN	2.41	1.01	3.10	1.05	.72
	M	2.71	1.05	2.96	1.27	.15
	UN	2.56	1.02	3.03	1.25	.55*
	M	3.47	1.14	3.11	1.17	1.24
	UN	2.78	1.21	3.05	1.25	.11*
	M	2.40	1.37	2.35	1.25	1.91*
	UN	2.95	1.14	3.01	1.21	1.14
	M	2.31	1.20	2.35	1.25	.32
	UN	2.88	1.21	2.96	1.20	2.25
	M	2.24	1.36	2.17	1.16	.21
	UN	2.94	1.22	2.94	1.20	2.21
	M	3.00	1.27	3.15	1.30	.41
	UN	3.21	1.31	3.06	1.13	.04
	M	2.16	1.26	2.46	1.21	.71
	UN	3.00	1.15	3.05	1.05	.09
	M	2.67	1.33	3.11	1.20	1.56
	UN	2.98	1.14	3.15	1.06	.08

Continued...

Variable	Mother's Occupation					
		Working (n = 42)		Non Working (n =258)		t
		M	SD	M	SD	
	M	2.62	1.23	2.97	1.27	2.25
	UN	2.78	1.16	2.98	1.25	.59
	M	2.00	1.08	2.39	1.42	1.70
	UN	2.32	1.19	2.98	1.21	1.50
	M	3.14	1.25	3.00	1.12	1.25
	UN	2.98	1.18	3.00	1.36	1.98

Note. NSSC = Negative Stereotypes Scale,  $df = 298$  \* $p < .05$ , \*\* $p < .01$ , M= married working women and UN=unmarried working women.

The results in Table 15 indicate that there are non significant differences between the people whose mothers are working and non working on NSSC about the married and unmarried working women. Non significant differences were also found on items i.e., , , , , , , , and  etc of the NSSC except the eleven items i. e., , , , , , , , , , , , , , and  which were found significant about the married and unmarried working women. But the overall mean values indicate that people whose mothers are not working slightly scored high on NSSC about the married working women than the people whose mothers are working. The overall results indicate that both the working and non working groups showed the high mean scored on NSSC about the unmarried working women as compared to the married working women.












































































kinds of distinctive perception about the married and unmarried working women. This might be due to the gender role attitude and socialization that people might not accept women apart from having the role of wife and mother. The findings of the present study also in accordance with Stake (1992) he explained that although the way our culture perceives unmarried women is negative and we still are living with a negative stereotype. She is a childless, frumpy, middle-aged woman who is somewhat depressed, and is longing to be like other “normal” women. She is usually alone, or living with an extended family. She is considered a societal outcast living in the shadow of others. Barbara and Barbara (2004) also found that the descriptions of singles included "lonely, shy, unhappy, insecure, inflexible, and stubborn. These findings are also in accordance with some researcher (McCauley; Stitt; Snyder & Swann, 1978). They have found that never married are stereotyped as unpleasant people who possess many negative and few positive personal traits. Married working women were perceived more negative only on one individual negative stereotype i. e., **Lonely** as compared to the unmarried working women. The results of the present study also indicate the non significant differences on different individual negative stereotypes i.e., **Lonely, Shy, Unhappy, Insecure, Inflexible, Stubborn, Childless, Frumpy, Middle-aged, Somewhat depressed, Usually alone, Living with an extended family, Societal outcast, Living in the shadow of others, Lonely, Shy, Unhappy, Insecure, Inflexible, and Stubborn.** about the married and unmarried working women among students. The reason behind the findings of the present might be the over all perception of people about the women in general. That might be due to the strong gender role socialization and attitude due to that only certain occupations are viewed desirable and respectable for women. As Bano (in Alavi, 1991). Cited that teaching and practicing medicine are viewed favorable working roles for a women not factory work. And when a girl reaches maturity her family is usually under pressure to arrange her marriage as soon as possible. And delay in marriage may be multifarious including lack of suitable spouse, insufficient dowry, differences in cast, sects, and socioeconomic status etc. but this delay influences the marriage and perception of people about the women.




















































































































































































































































































































































































































































In Pakistani society gender role socialization and ideology that a man should be a breadwinner and a woman should be a housekeeper exists quite obviously. In the daily

life, we see that men of our society have more traditional views (typical patriarchal society) than women. It has been also supported by a number of researches (Ahmad, 1999; Anila, 1992). So this was the main insight to see the gender difference on stereotypes about unmarried working women as compared to the married working women. And it was hypothesized that “men will have more negative stereotypes about unmarried working women as compared to the married working women than women”. Though the findings of the present research suggested that there is a significant difference between men and women on positive stereotypes about married working women as compared to the unmarried working women. But this difference indicated that women have more positive stereotypes about married working women than men. The findings of the present study also indicated the significant differences about the married and unmarried working women between women than men (see Table 6).

Unmarried working women were perceived more positively on , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , 

and  as compared to the unmarried working women among women than man. On the other hand men perceived the married working women higher on  as compared to the unmarried working women than women. The findings of the present study also indicate the significant differences between men and women on NSSC about the unmarried working women as compared to the married working women. These findings supported the hypothesis No 2 of the present study that male students will have more negative stereotypes about unmarried working women as compared to the married working women than women (see Table 7). This finding is in accordance with Faludi

(1991), noted that sources of stress common to women include stereotypes and physical unattractiveness by the men. A common observation is that in our society, traditional gender role attitudes are endorsed in early socialization process and marriage is considered the most important, appropriate and obvious role for a woman. That might be the reason that men perceived unmarried working women more negatively in the present study. Significant differences were also found on individual negative stereotypes about the married and unmarried working women among men than women.

The married working women were perceived more negative on  ,     ,                                                 

                                                        

                                                        

                                                        

                                                        

                                                        

                                                        

                                    

unmarried working women, common sense explanations that are prevailing in the society have been given to assume and justify the direction of the findings of the present research.

Marital status is another important demographic variable that may have an impact on stereotypes about unmarried working women as compared to the married working women. But the findings of the present study rejected this assumption and found non significant differences on positive stereotypes between married and unmarried people about unmarried working women, but significant differences were found between married and unmarried people about the married working women (See Table 8). Findings indicate that unmarried people perceived the married working women more positively than the married people. Significant differences were found on individual positive stereotypes about the married and unmarried working women among married and unmarried people. Unmarried working women were perceived more positively on

and among unmarried people than married people. Where

as married working women were perceived more positive on

,

among unmarried people than married people. And the

unmarried working women were perceived more positively by the married people on

than the unmarried people. Non significant differences were also found on NSSC

about the married working women as compared to the unmarried working women (see

Table 9). The mean values indicate that unmarried working women were perceived

more negatively by the married and unmarried people as compared to the married

working women. Significant differences were also found on individual negative

stereotypes about married and unmarried working women. Married working women

were perceived more negatively on and by the married people than






the unmarried people, where as married working women were perceived more


negatively on and by the unmarried people than married people. The



reason might be the traditional thinking pattern of the people of our society based on





gender role socialization processes and practices. People may think in terms of traditional view which suggested the women to live at home with household responsibilities instead of doing jobs. A common sense approach behind these findings might be that the perception of working women is still negative whether she is married or unmarried. (Moore, 1998) stated that gender roles are related to marriage as it is a system established on the assumption of the division of labor based on gender role stereotypes. That might be the other possible explanation for the findings of the present study. Last but not least the inappropriate size of sample might be the reason. These findings are not in accordance with (Stacey, 1990) he suggested that marital status is related to satisfaction and also with stereotypes about unmarried older, single women.



Parent's education plays an important role in the growth and development of a person. With reference to the present study it was also assume that father's education may have significant effects on stereotypes of students about the married working women as compared to the unmarried working women. But this notion rejected by the findings of the present study. The findings showed a non significant difference between the people whose father are less educated and highly educated regarding the positive stereotypes of married working women as compared to the unmarried working women. Mean values indicated that the students whose fathers are highly educated scored higher on stereotypes about married working women as compared to the unmarried working women on positive stereotypes. Significant differences were found on two items of positive stereotypes only. Students whose fathers were more educated perceived the

unmarried working women more positive on      (see Table 10) as compared to the married working women. Where as married working women

were perceived more positively on  by the students whose fathers were more educated. Non significant differences were found on rest of all the individual positive stereotypes. But on the other hand non significant differences were also found about the married working women as compared to the unmarried working women on NSSC (see Table 11). But mean values suggested that unmarried working women were perceived more negatively by the children of less and more educated fathers. Where as significant differences were found on four individual negative stereotypes. Married









working women were perceived more negative on   by the students whose

fathers were less educated and married working women were also perceived more negative on   by those students whose fathers were more educated. On the other hand unmarried working women were perceived more negative on  and  by those students whose fathers were more educated than those whose fathers were less educated. The reason might be the typical patriarchal system where male domination is prevailing in every field of life, though the things are changing but these changes are very gradual. It is very difficult to change the mindset and attitude of people especially regarding the women and her role in a society. People have seen their mothers, grandmothers at home. Living homely life still it is in different to people of the Pakistani society to see a woman as business women or to do a job especially for the people of rural areas. So about 70 percent of our population belongs to villages or their forefathers are villagers so that conditioning and socialization may effect to form their stereotypical perception regarding the working women irrespective of her marital status. On the other hand in a male dominated society the role of a father is to earn money in order to meet the daily livings. Fathers might have less time to spend with children. So it might be observational learning and due to the socialization due to that people have quite negative perception of unmarried working women than the married working women.

Mothers are considered the major institution for the growth and development of a child. An educated mother is a backbone for any nation's development. Considering that notion in mind the results of the present study were analyzed with reference to the stereotypes about the unmarried working women as compared to the married working women. But the findings of the present study showed the non significant difference between the two groups of education on positive stereotypes about married working women as compared to the unmarried working women (see Table 12). Mean values indicated that students whose mothers are less and highly educated scored relatively higher on positive stereotypes about the married working women as compared to the unmarried working women. But on the individual positive stereotypes unmarried working women were perceived more positive on , ,

, , , , , , , , 




, and  as compared to the married working women by the students whose mother were more educated than those whose mothers were less educated. The unmarried working women were perceived more negatively on  by the students whose mothers were less educated than those whose mothers were more educated. On the other hand married working women were perceived more positive on  and  by the students whose mothers were less educated than those whose mothers were more educated. On the other hand non significant differences were also found between the two groups on negative stereotypes about the married working women as compared to the unmarried working women (See Table 13). Mean values suggested that unmarried working women were perceived more negatively than the married working women by the both groups. But there is a slight differences between the mean values of those people whose mothers were less educated they have slightly more negative perception about the unmarried working women as compared to the married working women. Married working women were perceived more negative on one individual negative stereotypes i.e.,  by those students whose mothers were less educated. Where as married working women were perceived more negatively on  by the students of that group whose mothers were more educated. But unmarried working women were perceived more negative on  by the students of that group whose mother were less educated than those whose mothers were more educated. Rest of all the individual negative stereotypes were found non significant about the married and unmarried working women between the both groups. The reasons might be very obvious in a patriarchal society like Pakistan mothers are also followers of that mind set where male domination is prevalent and men are considered all and all whether it is education, choice of living and decision making in general so they might have that traditional attitude which is translated into their children's attitude as well through their trainings. Another very important explanation might be that most of the parents in the Pakistani society think that they should do marriages of their daughter as soon as possible because they think the only safe and secure place for her daughter is her own home which is her husband's hose. So most of the time marriage is encouraged as compared to the higher education

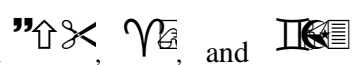


and professional life of women. And there are few professions which are considered safe see the findings by (Bano, as cited in Alvai, 1991).



The present study is also analyzed regarding the occupation of mothers. As it was assumed that there might be any difference in the perception of people whose mothers were working than those whose mothers were non working. But the findings of the presents study rejected that notion. The findings of the study revealed that there is a non significant difference of working and non working women on positive stereotypes about married working women as compared to the unmarried working women (see Table 22). But mean values suggested that students scored higher about married working women on positive stereotypes as compared to the unmarried working women. Another surprising finding was regarding the mean values, students whose mother were working scored slightly higher on positive stereotypes than those whose mothers were not working about the married working women than unmarried working women (see Table 14). Where as on the individual positive stereotypes the unmarried working women were


perceived more positive on  $\Omega$  by the students whose mothers were non working than whose mothers were working. While married working women were perceived more

positive on  by the students whose mothers were non working than whose mothers were working. All the rest of individual positive stereotypes were found non significant about the married and unmarried working women. But on the other hand non significant differences were also found between the two groups on NSSC about the married and unmarried working women (See Table 15).

While mean values suggested that unmarried working women were perceived more negatively on NSSC as compared to the married working women. Significant differences were found on individual negative stereotypes about the married and unmarried working women. As the unmarried working women were perceived more

negatively on , , and  by the students whose mothers were non working than whose mothers were working. Where as unmarried working women were

perceived more negative on , and  by the students whose mothers were working than those whose mothers were non working. On the other hand married

working women were perceived more negative on .

95X, and "■ by the students whose mothers were non working than those whose mothers were working. While married working women were perceived more negatively on ~~→~~ ~~→~~ ~~→~~ ~~→~~ ~~→~~ ~~→~~ ~~→~~ ~~→~~ ~~→~~ ~~→~~ by the students whose mothers were working than those whose mothers were not working. And the children's of non working mothers scored slightly high on negative stereotypes about the married and unmarried working women than the children's of working mothers. It is easy to understand that the children's of working women might have less negative perception about working women. But this notion was rejected by the main findings of the study. The reason might be that these students might have faced the problems at home like lack of attention and time due to the working status of their parents. And the other quite obvious reason might be the gender role socialization that a women's role is to run a home instead of career and single life. It is very important and interesting at the same time, the attitude people have regarding the unmarried working women. Still traditional gender roles are prevalent in the society. And people think according to that perspective at this time and age when the world has become the global village. And things are changing rapidly, technical and economic revolutions are wondering the world. But we are still confused with the debate of marriage and gender in terms of men and women.

The overall findings of the present study revealed the common attitude and perception of our society towards the unmarried working women that is very subjective and stereotypical as compared to the married working women. Findings reflect the traditional gender role attitudes that a woman should not violates norms, values and traditions prescribed for her by the society, and if she does so, she deserves to be responsible herself only and solely in terms of the negative perception in the forms of stereotypes of people. Women are expected to get marry and should have the role of wife, mother first than role of working women. The participants expressed the gender prejudiced approach by perceiving the unmarried working women with the stereotypical ways. And the status of working women is perceived more negative when the women are not protected under the umbrella of marital relationship with a man. But we should try to be objective and considered the notion that due to the individual differences and personality attributes one might have some prominent personality characteristic like tolerant or intolerant it might not be related to the marital status of a women. And marriage might has no relation and effects on the personality of an individually directly.

It might be the orthodox mind set and thinking patterns of the people in the society due to that they have stereotypical thinking about the married and unmarried working women. We need to challenge and question that conservative mind set that is prevailing in the form of myths, superstitions, and stereotypes in order to change the negative perceptions of the people about the women in general and especially about the unmarried working women.

**STUDY III: PERCEPTION OF SELF CONCEPT AND  
PERCEPTION OF OTHERS IN TERMS OF STEREOTYPES,  
AND SELF EFFICACY OF UNMARRIED AND MARRIED  
WORKING WOMEN**

**Objectives**

The main objective of the study III of the present research was to find out the difference between the perception of self concept and perception of others in terms of stereotypes, and to explore the self efficacy of unmarried working women as compared to the married working women. Study III has also taken into consideration some important demographic variables of married and unmarried working women such as age, education, parent's education, profession, family system, and socioeconomic status, reason of not getting marriage. To meet these goals, certain objectives were needed to be accomplished. Following were the specific objectives of the study.

1. To find out the difference between the perception of self concept and the perception of others in terms of stereotypes among unmarried and married working women.
2. To find out the difference between the self efficacy of unmarried and married working women.
3. To find out the differences between the perception of self concept among unmarried and married working women
4. To find out the difference between perception of married and unmarried working women about each other.
5. To find put the relationship between the self concept and self efficacy of married and unmarried working women.
6. To find out the effects of demographic variables of married and unmarried working women such as (age, education, socioeconomic status, marital status, family system, employment etc) on the self efficacy of married and unmarried working women.

## **Hypotheses**

To meet the objectives of the study II following hypothesis was formulated.

1. There will be difference between the perception of self concept and perception of others in terms of stereotypes among married and unmarried working women.
2. Married working women will have higher positive self concept as compared to the unmarried working women.
3. Married working women will have higher self efficacy as compared to the unmarried working women.
4. There will be a positive relationship between the self concept and self efficacy of unmarried working women as compared to the married working women.

## **Operational Definition of Variables**

In the present study, two variables were studied. Some important demographics variables were also included in the study as mentioned in the objectives. Followings are the operational description of these variables.

### ***Perception of Self concept and perception of others in terms of stereotypes***

Self-concept is the nature and organization of beliefs about one's self. It refers to the person's own view of him- or herself. In the present study the perception of self concept was the self perception of the unmarried and married working women about themselves on the positive and negative self concept scale and on the individual items of these scales as well. Where as the perception of others in terms of stereotypes was the perception of unmarried and married working women about each other on the positive and negative scale of (Ansari, et. all, 1982) total and on the individual items of these scales as well.

### ***Generalized Self Efficacy***

Self-efficacy is belief in one's capacity to succeed at tasks. In the present study Generalized Self Efficacy was measured. The respondent's scores on the Generalized

Self Efficacy scale Nawaz (2004) was the generalized self efficacy of unmarried and married working women.

## **Sample**

In study III of the present research two types of sample were selected respectively.

### ***Sample 1: Unmarried Working Women***

In study III of the present research 50 unmarried (never married) working women were approached individually. Their age range was 45 to 56 ( $M = 46.67$ ) years. These women were approached individually from various institutions, organizations, and working women hostels of Rawalpindi and Islamabad. Convenience snow ball sampling was used to select the sample. The demographic variables of the unmarried working women were also taken such as age, education, parent's education, profession, family system, and socioeconomic status, reason of not getting marriage (See Appendix G). The educational status of the unmarried working women was graduation ( $n= 20$ ), masters ( $n= 27$ ), M.Phil ( $n=1$ ), and P.hD ( $n= 2$ ). The all were working women holding different professions i.e., government officials ( $n= 20$ ), teachers ( $n=15$ ), nurses ( $n= 10$ ), and librarians ( $n=5$ ). They were living in single family system ( $n=14$ ), joint family system ( $n= 10$ ), and living alone in hustles ( $n=26$ ).

### ***Sample 2: Married Working Women***

Secondly a comparative sample of 50 married working women was approached again with the same age range of 45 to 56 ( $M = 47.66$ ) years. These women were also approached individually from various institutions and organizations of Rawalpindi and Islamabad. Convenience sampling was used to select the sample. The demographic variables of married working women were also taken such as age, education, parent's education, profession, family system, and socioeconomic status (see Appendix H). The educational status of the married working women was graduation ( $n= 30$ ), masters ( $n= 10$ ), M.Phil ( $n=8$ ), and P.hD ( $n= 2$ ). The all were working women holding different professions i.e., government officials ( $n= 25$ ), teachers ( $n=15$ ), nurses ( $n= 5$ ), and librarians ( $n=5$ ). They were living in single ( $n=27$ ) and joint ( $n= 23$ ) family system. The duration of their marriage was 5 to 35 years ( $M= 15.67$ ,  $SD=3.41$ ). Out of 50 married

working women 42 were having 3 to 8 no of children at that time while 8 married working women were not having any child at that time.

## **Instruments**

In the present study, data was collected with the help of two instruments. Descriptions of these instruments are as follows:

### ***Positive and Negative Self Concept Scale***

This instrument was originally developed by (Ansari, et, all, 1982). The items of the positive and negative stereotypes scale derived from the Urdu adjective check list (see Appendix L) developed by (Ansari, et all., 1982). The major use of Urdu adjective checklist is in obtaining an understanding of self perception and perception of others also. In the present study the perception of self concept and perception of others of married and unmarried working women were studied. In the present study positive self concept scale and negative self concept scale were used. The same methodology that was followed in the study II of the present research (see instrument in Study II) was followed in order to study the perception of self concept and perception of others of married and unmarried working women. In the present study positive self concept scale includes the 51 adjectives where as negative self concept scale includes the 56 adjectives. The positive scale includes the item no 1,3,5,6, 8, 9, 10, 12, 15, 22, 24, 27, 28, 29, 30, 33, 38, 39, 41, 43, 44, 45, 47, 49, 50, 51, 54, 55, 57, 61, 63, 64, 66, 68, 69, 70, 71, 77, 79, 83, 84, 86, 90, 91, 92, 96, 97, 98, 99, 105 and 106. The minimum score is 51 and maximum score is 255. Low score indicate low/less positive self concept while high score indicate high/highly positive self concept. The negative self concept scale includes the item no 2, 4, 7, 11, 13, 14, 16,17, 18, 19, 20, 21,,23, 25, 26, 31, 32, 34, 35,36,37, 40, 42, 46, 48, 52, 53, 56, 58, 59, 60-, 62, 65, 67, 72, 73, 74, 75, 76,78, 80, 81, 82, 85, 87, 88, 89, 93, 94, 95, 100. 101, 102, 103, 104, and 107. Minimum score is 56 and maximum score is 280. Low score indicate the less negative self concept and high score indicate highly negative self concept.

### ***Generalized Self Efficacy Scale***

In the present study Generalized Self Efficacy Scale (GSES) in Urdu language was used to measure the self efficacy of unmarried working women as compared to the



married working women. It is a four point scale consisted of 10 items. This scale is originally developed by (Jerusalem & Schwarzer, 1992) and recently translated by Nawaz (2004). This scale is usually self administered. Response categories are “Not at all true” score 1 is assigned to this category, 2 is given to” Barely true” 3 is given to “Moderately true” and 4 is given to “Exactly true”. To sum up the responses to all the items we can get the final composite score with range from 10 to 40. The GSES s highly reliable as (Anwar, 2000, 2001) found .60 and .83 alpha reliability for the English version. Than Nawaz in (2004) found high reliability i.e., .88 for Urdu version.

## **Procedure**

In study III of the present research the perception of self concept and perception of others, and self efficacy of unmarried working women as compared to the married working women were measured. Two instruments with demographic information sheet were administered individually. First of all unmarried working women were approached individually and two instruments along with demographic sheet were administered separately after getting their consent on the consent form (See Appendix I for unmarried & J Married working women). These women were taken from the various government, private organizations, and working women hostels of Rawalpindi and Islamabad. First they rated themselves on the positive and negative self concept scale for their perception of self concept and on the GSES (see Appendix K) for their self efficacy; then they also rated about the married working women on the other form of positive and negative scale. The ratings of unmarried working women about the married working women were taken to get the perception of others. Than 50 married working women were approached individually to administer the same two instruments with the demographic information sheet. These women were also taken from the various organizations and institutions of the two cities of Islamabad and Rawalpindi to get their perception of self concept and perception of others, and self efficacy ratings respectively. These women were approached individually. They were informed about the objective of the study to some extent and some sort of deception was also used so that they should not get biased about each other because they could under and over rate on their self report measures. But they were kept in confidence and their consent was also taken in order to ensure them that the information will not be misused and they would not be exploited in any ways.

## Results

The present study aimed at investigating the difference between the perception of self concept and perception of others in terms of stereotypes, and the self efficacy of unmarried working women as compared to the married working women. Various statistics were used to analyze the data. Alpha coefficients were calculated to see the reliability of the instruments used in the present study. Paired sample t-test was used to find out the differences between the perception of self concept and perception of others in terms of stereotypes, among married and unmarried working women separately. Independent group t-test was used to see the difference between the self efficacy of unmarried and married working women. Independent sample t test was also used to see the difference between the self concept and perception of others in terms of stereotypes of married and unmarried working women, separately.

### *Reliability of the Instruments*

For the determination of reliability of the Positive and negative scale for self concept and perception of others in terms of stereotypes of unmarried and married working women, Alpha coefficients were calculated for total on 107 items along with positive and negative scales separately as well. Alpha coefficient was also calculated for the self efficacy (GSES) scale.

**Table 16**

*Alpha coefficients for Positive and Negative Scale separately and on total for perception of self concept of married and unmarried working women (N= 100)*

Variables	Items	Alpha Coefficients (Unmarried n=50)	Alpha Coefficients (Married n=50)
(Total)	107	.65	.72
PSSC	51	.74	.78
NSSC	56	.85	.88

*Note.* PSSC= Positive self concept scale, NSSC= Negative self concept scale.

The results in Table 16 show the Alpha coefficients for the 107 items (measuring the perception of self concept of married and unmarried working women) of positive and negative self concept scale total and for separately as well. The reliability

of the PSSC and NSSC total for unmarried working women is .65 and for married working women is .72. This is quite satisfactory. Where as for the PSSC it came to be .74 and .78 for married and unmarried working women, and for NSSC the alpha reliability coefficient is came to be .85 for unmarried and .88 for married working women. The reliability coefficients show quite sufficient and high prove of the measure.

**Table 17**

*Alpha coefficients for Positive and Negative Scale separately and on total for perception of others in terms of stereotypes of married and unmarried working women separately (N= 100)*

Variables	Items	Alpha Coefficients	
		(Unmarried n=50)	(Married n=50)
(Total)	107	.68	.78
PSC	51	.71	.79
NSC	56	.73	.86

*Note.* PSSC= Positive scale, NSSC= Negative scale. Perception of others= the perception of married and unmarried working women about each others on the positive and negative scale.

Table 17 shows Alpha coefficients for the 107 items (measuring the perception of others, of unmarried and married working women). The reliability of the total for married working women is.78 and for unmarried working women .68 which is quite satisfactory. Whereas for the two scales i.e., PSSC for unmarried is .71 while for married is .79. On the NSSC for unmarried is .73 and for married is .86. Which is also quite sufficient and satisfactory prove of the measure.

**Table 18**

*Alpha coefficients for Generalized Self Efficacy Scale (GSES) (N = 100)*

Variables	Items	Alpha Coefficients
GSES Total	10	.86
GSES for Married (n=50)	10	.64
GSES for Unmarried ( n=50)	10	.86

*Note.* GSES= Generalized Self Efficacy Scale





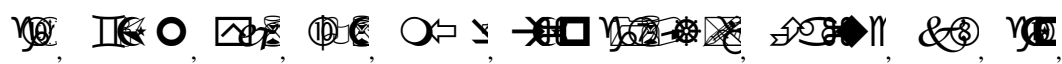

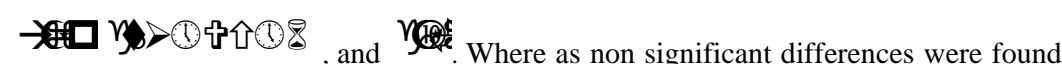
Variables	Perception of Self Concept (n= 50)		Perception of Others (Stereotypes) (n= 50)		t	r
	M	SD	M	SD		
	3.76	1.06	3.66	1.02	.55	.26
	4.00	.69	3.50	1.07	3.41**	.38**
	3.98	.97	2.26	1.30	6.99**	-.13
	3.76	1.07	2.66	1.17	5.54**	.22
	1.96	.80	2.72	1.45	3.31**	.06
	4.34	.82	3.10	1.68	4.96**	.13
	3.36	1.32	2.36	1.48	4.55**	.39**
	3.76	.89	2.20	.78	7.70**	-.45**
	3.88	1.11	3.76	1.04	.59	.13
	3.62	1.39	2.68	1.53	3.23**	.01
	4.02	.89	3.76	1.02	1.79	.43**
	4.18	.84	3.82	.98	1.97*	.01
	3.88	1.02	3.70	1.07	.93	.15
	2.28	1.14	2.18	1.08	.47	.10
	3.22	.73	3.24	.91	.19	.64**
	3.18	1.00	3.44	.95	1.50	.21
	4.12	.79	2.58	1.59	7.06**	.31*
	3.72	1.01	3.56	1.03	1.09	.48**
	2.84	1.18	2.64	1.60	.72	.03
	4.00	1.16	3.70	1.18	1.45	.28*
	3.28	1.10	3.66	.91	.50	.39**

Continued...

Variables	Perception of Self Concept (n= 50)		Perception of Others (Stereotypes) (n= 50)		t	r
	M	SD	M	SD		
	2.84	1.29	3.10	1.41	1.25	.41**
	4.04	.98	3.64	1.22	1.90	.11
	2.24	1.23	2.58	1.19	1.61	.24
	3.04	1.04	3.06	1.09	.11	.30*
	3.74	1.10	2.48	1.65	4.70**	.10
	3.40	1.14	3.50	1.12	.57	.41**
	4.12	1.11	3.54	1.23	2.59**	.10
	2.28	1.16	2.32	1.18	.17	.03
	3.94	1.13	3.48	1.28	1.97*	.07
	3.32	1.54	3.04	1.21	1.00	-.01
	3.02	1.18	3.16	1.16	.76	.39**
	3.92	1.19	3.76	1.00	.83	.24
	2.34	1.18	2.14	1.12	.92	.13
	3.64	1.20	2.62	1.38	4.70**	.30*
	3.80	.80	2.64	1.62	5.10**	.27*
	4.24	.79	4.02	.97	1.37	.20
	1.44	.73	2.00	1.17	3.01**	.11
	4.14	.80	3.40	1.29	3.56**	.08
	4.18	1.02	3.56	1.29	3.57**	.46**
	4.44	.83	3.96	1.10	2.61**	.13
	4.12	1.23	4.00	1.11	1.21*	.12

Note. PSSC= Positive Self Concept Scale, Perception of Others= Perception of unmarried working women about the married working women. *df*=99, \**p*, <0.05, \*\**p*<0.01

The results in Table 19 indicate that there is a significant difference on the perception of positive self concept and positive perception of others in terms of stereotypes (about married working women) of unmarried working women. The results showed that unmarried working women scored high on the positive perception of self concept as compared to the positive perception of others in terms of stereotypes i.e., (about married working women). These findings supported the first hypothesis of the study that there will be a difference between the perception of self concept and perception of others in terms of stereotypes among unmarried working women. Mean values showed that unmarried working women scored higher on their self concept measure as compared to the perception of others in terms of stereotypes. This means that unmarried working women rated themselves more positively as compared to their perception about married working women in terms of stereotypes. Significant



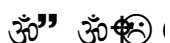





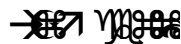









differences were also found on individual positive items i. e., , , , , . Where as non significant differences were found

on some items i.e., ,  and

between the perception of self concept and positive perception of others (about the married working women) in terms of stereotypes.






















**Table 20**

*Paired sample t-test for unmarried working women on the perception of negative self concept and negative perception of others in terms of Stereotypes on total and on individual items (N=100)*

Variables	Perception of Self Concept (n= 50)		Perception of Others (Stereotypes) (n= 50)		t	r
	M	SD	M	SD		
Total Unmarried	186.02	8.83	177.12	12.36	4.57**	.19
	3.96	1.02	1.96	.98	8.55**	-.34*
	3.72	1.19	3.00	1.85	2.64**	.25
	2.36	1.17	3.30	1.18	4.99**	.36**
	2.28	1.37	3.26	1.50	2.81**	-.46**
	4.70	.90	4.22	1.26	2.06*	-.11
	3.92	1.19	2.36	1.33	5.59**	-.21
	4.38	.80	4.22	.97	1.03	.25
	1.72	1.06	2.10	1.24	1.77	.15
	2.18	1.13	2.78	1.34	2.62**	.16
	4.28	.92	4.20	1.17	.42	.20
	4.70	.67	4.20	1.06	3.03**	.16
	4.88	.47	4.46	1.12	2.32*	-.12
	2.30	1.12	2.26	1.06	.22	.32*
	4.56	.76	3.52	1.77	4.02**	.14
	3.04	1.21	3.38	1.35	1.69	.38**
	1.96	1.30	3.28	1.62	3.61**	-.54**
	3.36	1.38	2.24	1.34	4.26**	.07
	2.28	1.21	2.80	1.81	1.93*	.26

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





Variables	Perception of Self Concept (n= 50)		Perception of Others (Stereotypes) (n= 50)		t	r
	M	SD	M	SD		
	3.94	1.16	3.20	1.41	3.53**	.35**
	1.94	1.16	2.02	1.30	.35	.16
	3.48	1.11	2.48	1.42	4.81**	.26*
	1.86	1.27	3.34	1.86	4.78**	.07
	3.08	1.39	2.88	1.39	.86	.31*
	3.92	1.30	3.94	1.40	.10	.45**
	3.16	1.28	2.20	1.45	3.13**	-.24
	4.64	.87	1.32	.79	19.51*	-.03
	4.28	1.08	1.58	1.16	12.38*	.06
	3.96	.92	3.78	1.28	.82**	.06
	1.60	.94	3.38	1.72	6.10*	-.11
	4.34	.91	3.86	1.16	2.37**	.06
	1.70	1.29	2.32	1.50	2.75**	.36**
	1.84	1.43	2.62	1.66	3.23	.40**
	2.76	1.33	3.00	1.34	1.42	.60**
	2.02	1.26	1.76	1.18	1.20	.23
	4.08	.98	4.08	1.15	.00**	.44**
	4.62	.85	4.10	1.26	2.51	.09
	4.32	.99	4.28	.99	.24*	.32*
	4.16	1.31	3.76	1.23	2.18**	.40**
	1.66	.84	3.52	1.50	7.37	-.08














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







Variables	Perception of Self Concept (n= 50)		Perception of Others (Stereotypes) (n= 50)		t	r
	M	SD	M	SD		
	2.58	1.27	2.70	1.26	.64	.46**
	2.26	1.32	2.72	1.76	1.65	.20
	4.14	1.30	3.78	1.48	1.31	.04
	4.38	1.17	4.24	1.23	.62	.14
	3.88	1.17	4.12	1.06	1.66	.58**
	4.38	1.10	4.40	1.12	.11**	.40**
	3.68	1.18	2.82	1.45	4.43**	.47**
	3.82	1.18	3.40	1.35	2.72**	.64**
	2.26	1.25	2.92	1.53	2.55	.15
	1.66	1.00	1.62	1.02	.21**	.16
	4.86	.70	4.28	1.24	3.09**	.16
	4.70	.76	4.32	.95	2.47	.21
	3.98	1.20	3.96	1.21	.09	.25
	1.68	1.21	1.86	1.17	1.04	.47**
	3.22	1.35	3.46	1.12	.89**	.16
	3.90	1.14	3.24	1.43	2.89*	.23
	4.12	1.22	4.00	1.32	1.04	.25









Note. NSSC = Negative Self Concept Scale. Perception of Others= Perception about the married working women. 99, *df* =99, \**p*<0.05 \*\**p*< 0.01














The results in Table 20 indicated that there is a significant difference between the negative perception of self concept and the negative perception of others in terms of stereotypes (about married working women) of unmarried working women. The mean values showed that unmarried working women scored higher on the negative perception














of self concept as compared to their negative perception about the married working women in terms of stereotypes. Significant differences were also found on different negative individual items i.e., , , , , , , , , ,













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





,  on the negative perception of self concept and negative perception of others in terms of stereotypes (about the married working women) of unmarried working women. On the other hand non significant differences were also found on different negative items i.e., , , , , , , , , , , ,

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, , , , , , , ,  and , , . These findings supported the first hypothesis of the study that there will be difference between the perception of self concept and perception of others in terms of stereotypes among unmarried working women.

**Table 21**

*Paired sample t-test for married working women on self concept and perception of others in terms of stereotypes on total and on individual items on PSSC (N=100)*

Variables	Perception of Self Concept (n= 50)		Perception of Others (Stereotypes) (n= 50)		t	r
	M	SD	M	SD		
Total married	175.08	13.70	158.50	18.58	6.49**	.40**
 	3.84	.84	2.86	1.35	3.80**	-.34**
  	3.74	1.00	2.02	1.13	7.40**	-.17
   	3.80	1.24	3.32	1.82	1.42	-.16

*Continued...*

Variables	Perception of Self Concept (n= 50)		Perception of Others (Stereotypes) (n= 50)		t	r
	M	SD	M	SD		
	2.90	1.24	3.24	1.74	1.23	.18
	1.96	1.02	3.20	1.77	4.51**	.11
	3.32	1.09	3.66	1.08	1.61	.05
	2.50	1.07	3.00	1.71	1.82	.08
	3.92	.92	2.36	1.41	6.87**	.10
	4.02	1.16	3.60	1.35	1.64	-.02
	3.88	1.00	3.58	1.12	1.59	.22
	3.26	1.08	3.22	1.11	.20	.20
	3.60	1.10	2.22	1.44	5.54**	.06
	3.72	1.01	2.34	1.33	5.86**	.01
	3.92	.98	2.64	1.60	4.62**	-.09
	4.36	1.00	2.98	1.70	5.30**	.15
	3.36	1.20	2.02	1.33	6.40**	.32*
	2.44	.92	2.24	.96	1.16	.17
	4.16	.93	3.60	1.14	2.76**	.06
	3.86	1.29	2.92	1.75	2.84**	-.14
	4.04	.88	3.56	1.21	2.95**	.43**
	4.28	.80	3.82	1.02	2.63**	.11
	3.78	.95	3.44	.99	2.62**	.55**
	2.04	.88	2.30	.97	1.75	.36**
	3.00	.67	3.26	.94	1.94*	.35**
	3.46	1.19	3.22	1.28	.93	-.06

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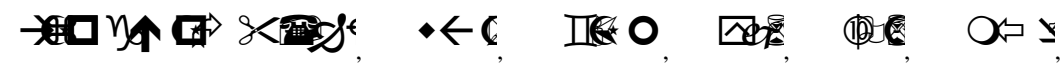



Variables	Perception of Self Concept (n= 50)		Perception of Others (Stereotypes) (n= 50)		t	r
	M	SD	M	SD		
→☐↘↗⊕⊗⊙⊚	4.40	.75	3.06	1.59	5.62**	.11
↘↗	3.72	.92	3.22	1.16	2.83**	.30
→☐↘↗⊕⊗⊙⊚	2.62	1.12	3.44	1.63	3.39**	.27
◆○	4.06	1.05	3.44	1.12	3.31**	.26
↘↗	3.60	.75	3.58	.95	.12	.13
↘↗	3.06	1.15	3.32	1.28	1.18	.19
∩	3.98	1.00	3.36	1.27	3.04**	.21
☐	2.16	1.07	2.82	1.30	2.76**	.00
☐⊗⊙	2.16	1.21	2.58	1.16	2.14*	.32*
↘↗⊕	3.08	1.00	2.88	1.15	.97	.09
∩	2.16	.88	2.76	1.64	2.16*	-.11
⊕	3.40	.75	3.44	.95	.23	.03
☐⊕⊗	4.26	.77	3.66	1.11	3.28**	.10
↘↗	2.74	1.17	2.92	1.14	.76	-.04
→☐↘↗⊕	4.04	.98	3.66	1.20	1.74	.02
→☐↘↗↘↗	4.12	1.00	3.45	1.27	2.92**	-.08
●⊕⊗	3.42	1.34	3.20	1.30	.81	-.02
☐⊕	4.02	.79	3.82	.96	1.46	.40**
☐⊕⊗	3.70	1.07	2.42	1.04	5.07**	-.41**
◆	3.72	1.01	2.28	1.31	6.60**	.13
↘↗	4.12	.82	2.64	1.67	6.31**	.26*

Continued...

Variables	Perception of Self Concept (n= 50)		Perception of Others (Stereotypes) (n= 50)		t	r
	M	SD	M	SD		
↖	4.40	.67	3.90	.99	3.31**	.12
IIK	1.60	1.10	1.96	1.17	1.97*	.36
Y@	4.12	1.00	3.52	1.23	3.60**	.46**
→□ Y▶▶⌚↑↑⌚	3.78	1.28	3.58	1.32	.90	.28*
Y@	4.38	.98	3.74	1.19	2.85**	-.05




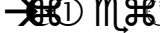


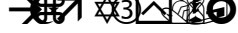










Note. PSSC= Positive Self Concept Scale, Perception of Others= Perception about the unmarried working women.  $df=99$ , \* $p<0.05$ , \*\* $p<0.01$

The results in Table 21 indicate that there is a significant difference between the positive perception of self concept and positive perception of others in terms of stereotypes i. e., (perception about the unmarried working women) of married working women. Mean values indicate that married working women have higher score on the positive self concept as compared to their positive perception about the unmarried working women. These findings supported the first hypothesis of the study that there will be difference between the perception of self concept and perception of others in terms of stereotypes among married working women. Significant differences were also found on individual positive items of positive self concept and perception of others in

terms of stereotypes of married working women these items are , , , , . On the other hand non significant differences were also found on some items i.e.,





Variables	Perception of Self Concept (n= 50)		Perception of Others (Stereotypes) (n= 50)		t	r
	M	SD	M	SD		
	1.96	1.24	2.42	1.50	1.57	-.12
	4.54	1.03	3.64	1.65	3.00**	-.20
	3.62	1.33	3.76	1.22	.64	.28*
	1.60	.99	3.64	1.43	8.47**	.05
	3.16	1.28	2.12	1.31	4.26**	.12
	3.06	1.25	2.52	1.69	1.74	-.08
	3.54	1.07	3.46	1.35	.36	.19
	2.14	1.14	2.16	1.20	.09	.25
	3.28	1.23	2.66	1.50	2.31*	.05
	1.86	1.19	3.22	1.60	5.26**	.17*
	3.26	1.29	2.60	1.38	2.89**	.27**
	4.42	.88	3.82	1.36	3.13**	.33*
	3.56	1.21	2.18	1.32	4.80**	-.28
	4.60	.78	1.80	.94	15.89**	-.02
	3.72	1.16	1.86	1.06	7.95**	-.09
	4.22	.79	4.04	1.06	.97	.03
	1.56	.88	3.22	1.71	5.68**	-.17


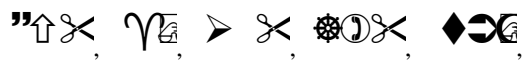

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Variables	Perception of Self Concept ( <i>n</i> = 50)		Perception of Others (Stereotypes) ( <i>n</i> = 50)		<i>t</i>	<i>r</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
◆ (⊙)	4.00	1.19	3.66	1.33	1.39	.07
II ⊖ ⊗	1.76	1.09	2.52	1.37	3.23**	.11
) (⊙) ⊗	1.78	1.06	2.74	1.57	3.85**	.15
◆	2.22	1.23	3.02	1.31	3.01**	-.07
” ○	1.76	.89	2.32	1.53	2.17*	-.06
□ ⊙	3.90	1.05	3.64	1.27	1.17	.10
◆ ⊙	4.46	.76	3.98	1.09	3.05**	-.01
Y ⊙ ⊙	4.50	.86	3.90	1.12	3.03**	.03
) ⊙	4.40	.85	3.92	1.15	2.49**	.11
□ ⊗ ⊗	2.14	1.30	3.20	1.72	3.49**	.02
↗ ⊙	2.38	1.27	2.26	1.33	.50	.15
→ ⊗ ⊗	2.28	1.17	3.24	1.79	3.36**	.12
→ ⊗ ⊙ ⊗	4.60	.88	3.90	1.31	3.05**	-.05
Y ⊗	4.52	.93	4.30	1.09	1.15	.12
” ■	3.86	1.17	3.94	1.11	.38	.18
Y ⊗	4.20	1.16	4.26	1.13	.24	-.10
●	3.62	.96	2.80	1.44	3.34**	.00


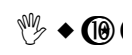






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 on the negative perception of self concept and negative perception of others (about the unmarried working women) in terms of stereotypes. Some items showed non significant differences between the two groups these items are , . These findings supported the first hypothesis of the study that there will be difference between the perception of self concept and perception of others in terms of stereotypes among married working women.

**Table 23**

*Independent sample t-test for unmarried and married working women on Positive Perception of Others in terms of Stereotypes (N=100)*

Variables	Perception of Others About (Unmarried ) (n =50)		Perception of Others About (Married) (n =50)		t
	M	SD	M	SD	
Perception of Others Total	171.82	15.13	170.0	14.94	.60
	3.28	1.17	3.14	1.13	.55
	3.54	1.21	3.98	1.13	1.87
	3.04	1.64	2.68	1.82	1.03
	3.08	1.66	2.76	1.74	.93
	2.52	1.69	2.80	1.77	.808
	3.32	1.16	3.66	1.08	1.51
	2.80	1.72	3.00	1.71	.58
	3.34	1.54	3.64	1.41	1.01










*Continued...*

Variables	Perception of Others About (Unmarried )		Perception of Others About (Married)		<i>t</i>
	<i>(n =50)</i>		<i>(n =50)</i>		
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
	3.60	1.08	3.60	1.35	.10
	3.66	1.02	3.58	1.12	.37
	3.50	1.07	3.78	1.44	1.28
	3.74	1.30	3.78	1.44	.14
	3.34	1.60	3.66	1.33	1.27
	3.28	1.45	3.36	1.60	.26
	2.90	1.68	3.02	1.70	.35
	3.64	1.48	3.98	1.33	1.20
	3.80	.78	3.76	.96	.22
	3.76	1.04	3.60	1.14	.73
	3.32	1.53	3.08	1.75	.72
	.469	1.02	3.56	1.21	.89
	3.82	.98	3.82	1.02	1.00
	3.70	1.07	3.44	.99	1.25
	3.82	1.08	3.70	.97	.58
	3.24	.91	3.26	.94	.10
	3.56	1.03	3.22	1.16	1.54

*Continued...*

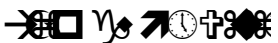

Variables	Perception of Others About (Unmarried )		Perception of Others About (Married)		t
	(n =50)		(n =50)		
	M	SD	M	SD	
→☐γs↗⊙†⊗⊗	3.36	1.60	2.56	1.63	2.47**
γ⊗⊗	3.70	1.28	3.44	1.12	1.07
→☐γc⊗⊗⊗⊗⊗⊗	3.66	.91	3.58	.95	.42
◆⊙	2.90	1.41	2.68	1.28	.81
γ⊗⊗	3.64	1.22	3.36	1.27	1.12
⊗←⊗	3.42	1.19	3.18	1.30	.95
⊗	2.88	1.36	2.58	1.16	1.18
⊗	3.06	1.09	2.88	1.15	.80
☐⊗γ⊗	3.52	1.65	3.24	1.64	.84
γ⊗⊗	3.50	1.12	3.44	.95	.28
⊗	3.54	1.23	3.66	1.11	.51
⊗	2.32	1.18	2.92	1.14	2.57**
⊗⊗⊗	3.48	1.28	3.66	1.20	.72
⊗⊗	3.04	1.21	3.42	1.27	1.52
→☐⊗	3.16	1.16	3.20	1.30	.16
→☐γ⊗↗	3.76	1.00	3.82	.96	.30
●⊗⊗	3.86	1.12	3.58	1.05	1.28

Continued...

Variables	Perception of Others About (Unmarried ) (n =50)		Perception of Others About (Married) (n =50)		t
	M	SD	M	SD	
		3.38	1.38	3.72	
	3.36	1.62	3.36	1.67	.84
	4.02	.97	3.90	.99	.60
	2.00	1.17	1.96	1.77	.17
	3.40	1.29	3.52	1.23	.47
	3.56	1.29	3.58	1.32	.07
	3.96	1.10	3.74	1.19	.95
	2.56	.95	2.78	1.28	.97
	3.42	1.59	2.94	1.59	1.50


















Note. PSC= Positive Scale. Perception of others about unmarried in terms of Stereotypes= perception of married working women about the unmarried working women, Perception of Other about Married working women in terms of Stereotypes = the perception of unmarried working women about the married working women,  $df = 98$ ,  $*p < 0.05$  and  $**p < 0.01$

The results in Table 23 indicate that there is a non significant difference between the perception of other in terms of stereotypes of married and unmarried working women about each others. Mean values indicate that married working women slightly scored higher about the unmarried working women on the perception of others in terms of stereotypes as compared to the unmarried working women on the perception of others. Two individual positive items also showed significant differences between the

two groups i.e.,  and . All the rest of the individual positive items showed non significant difference between the two groups, these items are

, , , 



Variables	Perception of Others about Unmarried (n=50)		Perception of Others about Married (n=50)		t
	M	SD	M	SD	
	2.26	1.06	2.42	1.50	.61
	2.48	1.77	2.36	1.65	.35
	3.38	1.35	3.76	1.22	1.47
	3.28	1.62	3.64	1.43	1.17
	3.76	1.34	3.88	1.31	.45
	3.20	1.81	3.48	1.69	.79
	2.80	1.41	2.54	1.35	.93
	3.98	1.30	3.84	1.20	.55
	3.58	1.43	3.34	1.50	.81
	2.66	1.86	2.78	1.60	.34
	3.12	1.39	3.40	1.38	1.00
	2.06	1.40	2.18	1.36	.43
	3.80	1.45	3.82	1.32	.07
	4.68	.79	4.20	.94	2.74**
	4.42	1.16	4.14	1.06	1.25
	2.22	1.28	1.96	1.06	1.10
	2.62	1.72	2.78	17.1	.46

Continued...



Variables	Perception of Others about Unmarried (n =50)		Perception of Others about Married (n =50)		t
	M	SD	M	SD	
◆⑩	2.14	1.16	2.34	1.33	.80
II⊖⊗	2.32	1.50	2.52	1.37	.69
)⊗⊗⊗	2.62	1.66	2.74	1.57	.37
◆	3.00	1.34	3.02	1.31	.07
”○	4.24	1.18	3.68	1.53	2.04*
□↔⊙	1.92	1.15	2.36	1.27	1.80
◆ ⊙	1.90	1.26	2.02	1.09	.50
Y⊗⊗	1.72	.99	2.10	1.12	1.78
)(⊙	2.24	1.23	2.08	1.15	.66
□N⊗⊗	2.48	1.50	2.80	1.72	.98
↗⊙	2.70	1.26	2.26	1.33	1.69
→⊗⊗	3.28	1.76	2.76	1.79	1.46
→⊗⊙⊗	2.22	1.48	2.10	1.31	.42
Y⊗⊗	1.76	1.23	1.70	1.09	.25
”■	1.88	1.06	2.06	1.11	.82
Y⊗⊗	1.60	1.12	1.74	1.13	.61
●	3.18	1.45	3.20	1.44	.06

















Continued...

Variables	Perception of Others about Unmarried (n =50)		Perception of Others about Married (n =50)		t
	M	SD	M	SD	
IK	2.60	1.35	3.04	1.30	1.65
→	2.92	1.53	3.16	1.28	.84
&	1.62	1.02	2.04	1.34	1.75
◆	1.72	1.24	1.82	1.15	.41
★	1.68	.95	1.72	1.01	.20
↗	2.04	1.21	2.28	1.37	.92
◆	1.86	1.17	2.00	1.24	.57
Ⓢ	2.54	1.12	3.00	1.29	1.89
IK	1.78	1.24	2.24	1.3	.36
→	2.76	1.43	2.66	1.30	.41

Note. NSC = Negative Scale. Perception of others about unmarried in terms of stereotypes = perception of married working women about the unmarried working women, Perception of Other about Married working women in terms of stereotypes = the perception of unmarried working women about the married working women,  $df = 98$ ,  $*p < 0.05$  and  $**p < 0.01$





































The results in Table 24 indicate that there is a non significant difference between the negative perception of married and unmarried working women about each other. Mean values indicate that unmarried working women scored higher on the perception of others in terms of stereotypes about the married working women as compared to the married working women on the perception of others in terms of stereotypes. Only two individual items also showed significant results, these negative items are

→ and ”○. Rest of all the items showed non significant results, these

items are ,  ,  , ,  , ,  , ,  
  and   respectively.

**Table 25**

*Independent sample t-test for Unmarried and Married Working Women on Positive Self Concept (N=100)*

Variables	Self Concept of Married (n =50)		Self Concept of Unmarried (n =50)		t
	M	SD	M	SD	
Self Concept Total	180.82	15.05	179.06	18.81	.51
 	3.84	.84	3.22	1.41	2.65**
  	3.74	1.00	3.12	1.08	2.96**
   	3.80	1.24	4.30	.78	2.39**
   	3.10	1.24	3.32	1.13	.92
     	4.04	1.02	4.02	1.13	.08
	3.32	1.09	3.20	1.24	.51
    	3.50	1.07	4.00	1.12	2.27*
  	3.92	.92	3.90	1.09	.09
 	4.02	1.16	3.94	1.26	.32
	3.88	1.00	3.76	1.06	.58
	3.26	1.08	4.00	.70	4.05**
 	3.60	1.10	3.98	.97	1.81
 	3.72	1.01	3.76	1.08	.19

*Continued...*

Variables	Self Concept of Married (n=50)		Self Concept of Unmarried (n=50)		t
	M	SD	M	SD	
	2.08	.98	1.96	.80	.66
	4.36	1.00	4.34	.82	.10
	3.36	1.20	3.36	1.32	.00
	3.56	.92	3.76	.89	1.09
	4.16	.93	3.88	1.11	1.35
	3.86	1.29	3.62	1.39	.89
	4.04	.88	4.02	.89	.11
	4.28	.80	4.18	.85	.60
	3.78	.95	3.88	1.02	1.17
	2.04	.88	2.28	1.14	1.56
	3.00	.67	3.22	.73	1.26
	3.46	1.19	3.18	1.00	1.80
	4.40	.75	4.12	.79	.00
	3.72	.92	3.72	1.01	.95
	2.62	1.12	2.84	1.18	.27
	4.06	1.05	4.00	1.16	.10
	3.60	.75	3.58	1.10	.89
	3.06	1.15	2.84	1.29	.30

Continued...

Variables	Self Concept of Married (n=50)		Self Concept of Unmarried (n=50)		t
	M	SD	M	SD	
♁	3.98	1.00	4.04	.98	.34
♁	2.16	1.07	2.24	1.23	1.25
♁	2.16	1.21	2.48	1.32	.19
♁	3.08	1.00	3.04	1.04	.49
♁	3.84	.88	3.74	1.10	.00
♁	3.40	.75	3.40	1.14	.72
♁	4.26	.77	4.12	1.11	1.96*
♁	2.74	1.17	2.28	1.16	.47
♁	4.04	.98	3.94	1.13	3.07**
♁	4.12	1.00	3.32	1.54	1.57
♁	3.42	1.34	3.02	1.18	.49
♁	4.02	.79	3.92	1.19	.17
♁	2.30	1.07	2.34	1.18	.35
♁	3.72	1.01	3.64	1.20	1.96*
♁	4.12	.82	3.80	.80	1.08
♁	4.40	.67	4.24	.79	.85
♁	1.60	1.10	1.44	.73	.11
♁	4.12	1.00	4.14	.80	1.72

Continued...



**Table 26**

*Independent sample t-test for unmarried and married working women on Negative Self Concept (N=100)*

Variables	Self concept of Married (n =50)		Self concept of Unmarried (n =50)		t
	M	SD	M	SD	
Self Concept Total	187.12	7.02	186.02	8.83	.68
⊗	3.50	1.21	3.96	1.02	2.04**
↓ ⊙	3.90	1.16	3.72	1.19	.76
⊗ ⊙	3.42	1.41	2.70	1.32	2.62**
⊗	2.82	1.32	2.63	1.17	1.84
◆ ✂	2.32	1.23	2.28	1.37	.15
✂ ↗	4.34	1.27	4.70	.90	1.62
” ↑ ✂	3.84	1.28	3.92	1.19	.32
√	4.24	.84	4.38	.80	.84
✂ ↗	2.20	1.14	1.72	1.07	2.16*
➤ ✂	2.60	1.16	2.18	1.13	1.82
◆ ⊗	4.30	.99	4.24	.92	.10
◆ ⊗	4.62	.75	4.70	.67	.55
⊗ ✂	4.64	.94	4.88	.48	1.60
▲	1.96	1.24	2.30	1.12	1.43
◆ ⊗	4.54	1.03	4.56	.76	.11
✂ ⊗	3.62	1.33	3.04	1.21	2.27*

*Continued...*

Variables	Self concept of Married (n =50)		Self concept of Unmarried (n =50)		t
	M	SD	M	SD	
	1.60	.99	1.96	1.30	1.55
	3.16	1.28	3.36	1.38	.75
	3.06	1.25	2.28	1.21	3.16**
	3.54	1.07	3.94	1.16	1.78
	2.14	1.14	1.94	1.16	.86
	3.28	1.23	3.48	1.11	.85
	1.86	1.19	1.86	1.27	.00
	3.26	1.29	3.08	1.39	.66
	4.42	.88	3.92	1.30	2.24*
	3.56	1.21	3.16	1.28	1.60
	4.60	.78	4.64	.87	.24
	3.72	1.16	4.28	1.08	2.48**
	4.22	.79	3.96	.92	1.51
	1.56	.88	1.60	.94	.21
	4.00	1.19	4.34	.91	1.59
	1.76	1.09	1.70	1.29	.25
	1.78	1.07	1.84	1.43	.23
	2.22	1.23	2.76	1.33	2.10*

Continued...



Variables	Self concept of Married (n=50)		Self concept of Unmarried (n=50)		t
	M	SD	M	SD	
	1.76	.89	2.02	1.27	1.18
	3.90	1.05	4.08	.98	.88
	4.56	.76	4.62	.85	.37
	4.50	.86	4.32	.99	.96
	4.40	.85	4.16	1.13	1.19
	2.14	1.30	1.66	.84	2.17*
	2.38	1.27	2.58	1.27	.78
	2.28	1.17	2.26	1.32	.08
	4.60	.88	4.14	1.30	2.06*
	4.52	.93	4.38	1.17	.66
	3.86	1.17	3.88	1.17	.08
	4.20	1.16	4.38	1.10	.79
	3.62	.96	3.68	1.18	.27
	3.18	1.32	3.82	1.19	2.54**
	2.70	1.32	2.26	1.25	1.70
	1.52	.83	1.66	1.00	.75
	4.50	1.09	4.86	.70	1.96*
	4.76	.62	4.70	.76	.43

Continued...



### ***Analysis Regarding the Self Efficacy Variable***

In order to find out the relationship between the self concept and self efficacy of married and unmarried working women, correlation analysis was computed. This was another objective and hypothesis no 4 of the study. To find out the difference between the self efficacy of married and unmarried working women t-test was also computed.

**Table 27**

*Correlation between positive self concept total and Generalized Self Efficacy (GSES) (N=100)*

Variables	GSES Unmarried	GSES Married
PSSC Unmarried (n=50)	.74**	-
PSSC Married (n=50)	-	.24

*Note.* GSES= Generalized Self Efficacy Scale, PSSC=Positive Self Concept Scale. \*\*  $p < 0.01$

The results in Table 27 indicate that there is significant positive relationship between the positive self concept and self efficacy of unmarried working women. This suggested that higher positive self concept would results in increasing the self efficacy of unmarried working women. Where as the results in Table 27 also indicate the non significant relationship between the positive self concept and self efficacy of married working women. These findings accepted the hypothesis no 4 of the present study that there will be a positive relationship between the self concept and self efficacy of unmarried working women as compared to the married working women.

**Table 28**

*Correlation between NSSC Total and Generalized Self Efficacy (GSES) (N=100)*

Variables	GSES Unmarried	GSES Married
NSSC Unmarried (n=50)	-.49**	-
NSSC Married (n=50)	-	-.40**

*Note.* GSES= Generalized Self Efficacy Scale. NSSC= Negative Self Concept Scale, \*\*  $p < 0.01$

The results in Table 28 indicate that there is a significant negative relationship between the negative self concept and self efficacy of married and unmarried working women. The findings in Table 27 and 28 accepted the hypothesis no 4 of the study that there will be a positive relationship between the self concept and self efficacy of unmarried working women as compared to the married working women.

**Table 29**

*Difference between Married and Unmarried Working Women on Generalized Self Efficacy GSES (N= 100)*

Variables	Marital Status				<i>t</i>	<i>p</i>
	Married		Unmarried working			
	working women ( <i>n</i> = 50)		women ( <i>n</i> = 50)			
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
GSES	30.70	5.50	29.84	5.57	.77	.439

*Note.* GSES=generalized Self Efficacy Scale, *df* = 48

The results in Table 29 indicate that there is a non significant difference between the generalized self efficacy of married and unmarried working women. These findings rejected the hypothesis no 2 of the study that married working women will have higher self efficacy as compared to the unmarried working women. But the mean values show that married working women have slightly higher score on generalized self efficacy scale than the unmarried working women.

#### ***Analyses regarding the demographic variable***

In order to find out the effect of age, education, occupation, income, family system, father's education, mother's education, and husband's education, one way analysis of variance and *t*-analyses have been carried out.

**Table 30**

*Difference between Younger and Elder Group on Generalized Self Efficacy of Unmarried Working Women GSES (N= 50)*

Variables	Age (in year)				<i>t</i>	<i>p</i>
	Younger	Older				
	45-46 ( <i>n</i> = 35)	47-56 ( <i>n</i> = 15)	<i>M</i>	<i>SD</i>		
GSES	30.80	4.95	30.55	6.36	.156	.877

*Note.* GSES=generalized Self Efficacy Scale *df* = 48

The results in Table 30 indicate that there is a non significant difference between younger and older group on self efficacy scorers of unmarried working women. Mean values are also consistent with the main findings.

**Table 31**

*Difference between Younger and Elder Group on Self Efficacy of Married Working Women (N= 50)*

Variables	Age (in year)				<i>t</i>	<i>p</i>
	Younger	Older				
	45-46 ( <i>n</i> = 30)	47-56 ( <i>n</i> = 20)	<i>M</i>	<i>SD</i>		
GSES	29.76	5.77	29.95	5.39	.11	.911

*Note.* GSES=generalized Self Efficacy Scale *df*= 48

The results in Table 31 indicate that there is a non significant difference between younger and older group on self efficacy scorers of unmarried working women. Mean values are also consistent with the main findings. But the over all results in table 48 and 49 also indicate the non significant differences between the two groups of age on self efficacy measure.

**Table 32**

*Difference between two Groups of Education on Self Efficacy of Unmarried Working Women (N= 50)*

Variables	Education				<i>t</i>	<i>p</i>
	Graduate ( <i>n</i> = 20)		Masters and above ( <i>n</i> = 30)			
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
GSES	30.06	5.38	29.38	6.20	.39	.693

*Note.* GSES=generalized Self Efficacy Scale *df*= 48

The results in Table 32 indicate that there is a non significant difference between the two groups of education on generalized self efficacy scorers of unmarried working women. Mean values show that second group scored slightly higher then the first group on self efficacy of unmarried working women.

**Table 33**

*Difference between two Group of Education on Self Efficacy of Married Working Women (N= 50)*

Variables	Education				<i>t</i>	<i>p</i>
	Graduate ( <i>n</i> = 30)		Masters and above ( <i>n</i> = 20)			
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
GSES for Married ( <i>n</i> =50)	31.06	5.35	30.22	6.24	.49	.624

*Note.* GSES=generalized Self Efficacy Scale *df* = 48

The results in Table 33 indicate that there is a non significant difference between highly and less educated group on generalized self efficacy scorers of unmarried working women. Mean values show that the group of graduate scored higher then master and above on self efficacy of married working women. The over all results on Table 58 and 59 indicate that there is a non significant difference between the two groups of education on generalized self efficacy of married and unmarried working women. Mean values indicate that graduate group has slightly higher scores on generalized self efficacy measure.

**Table 34**

*Difference between Self Efficacy of Unmarried Working Women from Low and High Socioeconomic Status (N= 50)*

Variables	Income in Rupees				<i>t</i>	<i>P</i>
	Up to 25000		Above 25000			
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
	(n = 23)		(n = 27)			
GSES	29.34	5.59	31.09	6.02	.99	.325

*Note.* GSES=generalized Self Efficacy Scale *df* = 48

The results in Table 34 indicate that there is a non significant difference between the two groups of income on generalized self efficacy scorers of unmarried working women. Mean values show that second group scored slightly higher then the first group on self efficacy of unmarried working women.

**Table 35**

*Difference between Self Efficacy of Married Working Women from Low and High Socioeconomic Status (N= 50)*

Variables	Income in Rupees				<i>t</i>	<i>p</i>
	Up to 25000		Above 25000			
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
	(n = 21)		(n = 29)			
GSES for Married (n=50)	29.34	5.54	32.38	5.21	1.86	.069

*Note.* GSES=generalized Self Efficacy Scale *df* = 48

The results in Table 35 indicate that there is a non significant difference between the two groups of education on generalized self efficacy scorers of unmarried working women. Mean values show that second group scored slightly higher then the first group on self efficacy of unmarried working women. The over all results on Table 30 and 31 indicate that there is non significant difference between married and unmarried working women on two groups of income. Mean values show that the group of high socioeconomic group has slightly higher scores on generalized self efficacy scale about married and unmarried working women.

**Table 36**

*Mean, Standard Deviation, and One Way Analysis of Variance of Family System on Self Efficacy of Unmarried Working Women (N=50)*

Variables	Family System						F	p
	Single		Joint		Living alone			
	(n = 14)		(n = 10)		(n=26)			
	M	SD	M	SD	M	SD		
GSES	30.29	5.78	27.31	4.27	33.77	6.57	1.20	.042

*Note.* GSES=generalized Self Efficacy Scale *df* = (2, 47)

The results in Table 36 indicate that there is significant difference of three groups of living system on self efficacy of unmarried working women. Mean values also indicate that there is a slight difference between the scores of three groups on GSES.

**Table 37**

*Difference between Self Efficacy of Married Working Women from Single and Joint family System (N= 50)*

Variables	Family System				t	p
	Single		Joint			
	(n = 27)		(n = 23)			
	M	SD	M	SD		
GSES	30.96	5.41	30.39	5.70	.36	.718

*Note.* GSES=generalized Self Efficacy Scale *df* = 48

The results in Table 37 indicate that there is a non significant difference of family system on GSES of married working women. Mean values also indicate the same results. The results show that there is a non significant difference between the self efficacy of married working women of single and joint family system.



**Table 38**

*Difference between Mother's Education on Generalized Self Efficacy of Unmarried Working Women (N= 50)*

Variables	Mother's Education				<i>t</i>	<i>p</i>
	Illiterate ( <i>n</i> = 23)		Literate ( <i>n</i> = 27)			
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
GSES	29.69	5.81	29.96	5.45	.16	.868

*Note.* GSES=generalized Self Efficacy Scale *df* = 48

The results in Table 38 indicate that there is a non significant difference of mother's education on GSES of unmarried working women. Mean values are also indicating the same results.

**Table 39**

*Difference between Father's Education on Self Efficacy of Unmarried Working Women (N= 50)*

Variables	Father's Education				<i>t</i>	<i>p</i>
	Illiterate ( <i>n</i> = 15)		Literate ( <i>n</i> = 35)			
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
GSES	29.33	5.42	30.05	5.69	.41	.678

*Note.* GSES=generalized Self Efficacy Scale *df* = 48

The results in Table 39 indicate that there is a non significant difference of father's education on generalized self efficacy of unmarried working women. Mean values show that the unmarried working women whose fathers are literate have slightly higher generalized self efficacy scores.

**Table 40**

*Difference between Duration of Marriage on Self Efficacy of Married Working Women (N= 50)*

Variables	Duration of Marriage				<i>t</i>	<i>p</i>
	8-20		22-35			
	<i>(n = 38)</i>		<i>(n = 12)</i>			
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
GSES	30.21	5.51	32.25	5.39	1.12	.267

*Note.* GSES=generalized Self Efficacy Scale *df* = 48

The results in Table 40 indicate that there is a non significant difference of duration of marriage on generalized self efficacy of married working women. Mean values show that the married working women who were married since last 22 to 35 years have higher scores on generalized self efficacy scale than those who were married since last 8 to 20 years.

**Table 41**

*Mean, Standard Deviation, and one Way Analysis of Variance of Profession on Self Efficacy GSES of Unmarried Working Women (N=50)*

Variables	Profession								<i>F</i>	<i>p</i>
	Gov Job		Teachers		Nurses		Librarians			
	<i>(n = 20)</i>		<i>(n = 15)</i>		<i>(n=10)</i>		<i>(n=5)</i>			
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
GSES	29.23	6.04	30.00	5.72	30.50	5.73	30.33	5.06	.14	.932

*Note.* GSES=generalized Self Efficacy Scale *df* = (3,46)

The results in Table 41 indicate that there is a non significant difference of profession on generalized self efficacy of unmarried working women. Mean values show that teachers, nurses, and librarians have slightly higher scores than the scores of government employees on the GSES.

**Table 42**

*Mean, Standard Deviation, and one Way Analysis of Variance of Profession on Self Efficacy GSES of Married Working Women (N=50)*

Variables	Profession									
	Gov Job		Teachers		Nurses		Librarians		F	p
	(n = 25)		(n = 15)		(n=5)		(n=5)			
M	SD	M	SD	M	SD	M	SD			
GSES	30.76	4.77	29.88	5.48	31.00	7.32	31.00	6.04	.08	.970

*Note.* GSES=generalized Self Efficacy Scale *df* = (3, 46)

The results in Table 42 indicate that there is a non significant difference of profession on generalized self efficacy of unmarried working women. Mean values show that nurses and librarians have slightly higher scores than the scores of government employees and teachers on the GSES. The over all results in Table 61 and 62 indicate that there is non significant difference of profession on generalized self efficacy of married and unmarried working women.

### **Description of the Sample of Unmarried Working Women on the bases of Demographics**

In order to understand the issue of unmarried hood in the Pakistani cultural context. The demographics of the unmarried working women were also included in the present study. To find out the description of the sample on the bases of some demographics of unmarried working women including source of earning in the family, choice of marriage, decision to remain unmarried, causes to remain unmarried, social activities and supporting networks frequencies and percentages were calculated.

#### ***Source of Earning***

It is the common sense observation that in a Pakistani society most of the time female has to take the role of the head of family due to some factors like absence of male member in the family, or the death of father or brother she has to meet the financial requirements of the family. Due to that it might be sacrificing at the part of that unmarried working women that she remains unmarried in order to meet the needs and responsibilities of her family. She her self might be having that desire and

motivation to get marry as most of the female in the society of Pakistan wanted to get marry it might be due to socialization and social learning. So in order to get the understanding of the sample in relation to the unmarried working women as the source of income the description of the sample was done results are shown in Table 43.

**Table 43**

*Description of sample on the bases of the solely source of earning in the Family of unmarried working women (N=50)*

Variable (Only Source of Earning)	<i>n</i>	%
Yes	09	9.0
No	41	41.0

*Note.* Yes= she is the only source of earning in the family, no= she is not the only source of earning in the family.

Table 43 represents the description of sample of unmarried working women on the bases of source of earning in the family. The frequency and the percentage values showed that only 9% unmarried working women were from those families where they are the main source of earning. And 41% reported that they were not the only source of earning in their families.

### ***Choice of Marriage***

Another important demographic variable of the sample of unmarried working women was the choice of marriage. The unmarried working women were asked whether they would like to get marry. Their willingness was explored results are shown in Table 44.

**Table 44**

*Description of sample on the bases of Choice of marriage of unmarried working women (N=50)*

Variables (Choice of Marriage)	<i>n</i>	%
Yes	20	20.0
No	26	26.0
Did Not Report	04	4.0

*Note.* Yes= she is willing to get marry now, No= she is not willing to get marry now.

Table 44 represents the description of sample of unmarried working women on the bases of choice of marriage. They were asked whether they would like to get marriage or not. 20 % of the unmarried working women reported that they would get marry and 26% reported they would not get marry. While 4% of the unmarried working women did not answer on the demographic information sheet.

#### ***Decision of Marital Status***

The unmarried working women were also asked to report that either it was their own decision to remain unmarried or others like parents and other male member of the family decided that she would not get marry.

**Table 45**

*Description of sample on the bases of decision of their Marital Status of Unmarried Working Women (N=50)*

Variables (Decision of Marital Status)	<i>n</i>	%
Own	23	23.0
Others	23	23.0
Did Not Repot	04	4.0

*Note.* Own= it was their own decision, others = it was the decision of their parents and brothers.

Table 45 represents the description of sample of unmarried working women on the bases of option/decision of being unmarried. They were asked whether it is their own decision to remain unmarried or not. 23 % of the unmarried working women reported that it was their own decision and 23% reported it was other's decision. While 4% of the unmarried working women did not answered on the demographic information sheet.

### ***Factors of Marital Status***

It was assumed that there might be different social and personal factors behind the Single status or marital status of unmarried working women. So they were also asked to report those factors.

**Table 46**

*Description of sample on the bases of Factors regarding the Marital Status of unmarried working women (N=50)*

Variables (Causal Factors)	<i>n</i>	%
Personal	14	14.0
Situational	19	19.0
Family reasons	17	17.0

*Note.* Personal= health reason, Situational= death of mother, family reason= sect, cast, with in family and out of family.

Table 46 represents the description of sample of unmarried working women on the bases of factors regarding their marital status. 14 % of the unmarried working women reported that there were personal factors. 19 % reported there were situational factors, While 17% of the unmarried working women reported there were family reason behind their marital decision.

### ***Social Activities***

It was of interest to know the social activities of the unmarried working women because most of the unmarried working women included in the sample were living alone in the working women hostels. So they also reported their social activities in terms of indoor and out door activities.

**Table 47**

*Description of Sample on the bases of Social Activities of Unmarried working women (N=50)*

Variables	<i>n</i>	%
Indoor	10	14.0
Outdoor	9	19.0
Nothing	31	17.0

*Note.* Indoor = get together with friends, outdoor= sports,, social work, members ship of any organization.

The Table 47 represents the description of sample on the bases of social activities of unmarried working women. 14% of the unmarried working women reported that they have some indoor activities. 19% reported that they have out door activities, while 17% reported that they have nothing to do in this regard.

### ***Social Support***

Social support is also very important variable especially in the socio-cultural environment of Pakistan. And there might be various supporting network for an unmarried working women at the time of need or in general. So they were also asked to report about their social support networks in terms of family, friends, colleagues.

**Table 48**

*Description of Sample on the bases of Supporting Networks of Unmarried Working Women (N=50)*

Variables (Supporting Network)	<i>n</i>	%
Less then two	23	14.0
More then two	15	19.0
Nothing	12	17.0

*Note.* Supporting Network= family, friends, colleagues, staff members, officers, neighbors.

The Table 58 represents the description of sample on the bases of supporting networks including family, friends, colleagues, and neighbors of unmarried working women. 14%of the unmarried working women reported that they have less than two supporting networks. 19% reported that they have more than two supporting network. While 17% reported that they have no supporting networks.

## **Discussion**

The present study aimed at investigating the difference between the perception of self concept and perception of others, and the generalized self efficacy of unmarried working women as compared to the married working women. Sample was taken from different organization, institutions, and working women hostels of Rawalpindi and Islamabad. The study employed a comparative research design. The study also examined the self efficacy as a function of different demographic variables such as age, education, income, marital status, parent's education, and family system etc of married and unmarried working women. The demographic description of the sample of unmarried working women was also done in order to get the in depth understanding of the issue to be studied in the present research.

For the achievement of the aims and objectives of the present study, indigenous instruments were required which could measure the perception of self concept and the perception of others among unmarried working women as compared to the married working women. In order to meet the requirements of the present study an indigenous instrument in Urdu language (positive and negative self concept scale) was used to measure the self concept and the perception of others among married and unmarried working women. It was consisted of 107 items and 2 scales i.e., positive and negative self concept scale arranged on five point likert type rating scale.

Psychometric analyses were performed for positive and negative self concept scale. Alpha coefficient for total self concept of unmarried working women as compared to the married working women were determined on total and on positive and negative scale separately as well (see Table 16). The values for alpha coefficient showed quite sufficient and satisfactory prove of the reliability of the measure. Alpha coefficients for perception of others in terms of stereotypes of unmarried and married working women were also determined on total and on two scales separately as well. The values of alpha coefficients were quite high (see Table 17). This is also quite satisfactory and sufficient proof of the reliability of the measure.

The other indigenous instrument was needed to measure the generalized self efficacy of unmarried working women as compared to the married working women. Therefore, the generalized self efficacy scale (GSES) developed by Jerusalem and


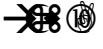





Schwarzer (1992) and translated in Urdu by Nawaz, (2004), was used to measure the self efficacy of unmarried working women as compared to the married working women. Alpha reliability coefficient was determined for the (GSEC). This also showed very high reliability of the measure (see Table 18).

To test the first objective of the present study paired sample t-test was computed on the perception of self concept and perception of others in terms of stereotypes (about married working women) of unmarried working women. The findings of the study revealed that there is a significant difference between the perception of self concept and perception of others of unmarried working women on PSSC ( $p > 0.01$ ). The findings of the present study supported the hypothesis no 1 that there will be a difference between the perception of self concept and perception of others in terms of stereotypes among unmarried working women. The findings of the present study showed that the unmarried working women perceived higher positive self concept as compared to their perception about the married working women in terms of stereotypes on the positive self concept scale. Significant differences were also found on individual items of positive self concept of unmarried working women. Unmarried working women perceived themselves more positively on the items i.e.,
























































as compared to their perception about the married working women in terms of stereotypes. While the unmarried working women perceived the married working women more





















positively on and , than their perception of self concept (see Table 19). Where as non significant differences were found on some of the individual items between the perceptions of self concept of unmarried working women than their perception about the married working women in terms of stereotypes, these items are









, , , and . Where as the results of the present study also showed the significant difference between the perception of negative self concept and the negative perception of others in terms of stereotypes among unmarried working women. The findings of the study revealed that the unmarried working women perceived themselves more negatively as compared to their perception of married working women in terms of stereotypes. The results on the individual negative items also showed that unmarried working women perceived themselves more negatively.

The unmarried working women perceived that they are more , , , , , , , , , , , , , , , , , ,  and  as compared to the married working women. On the other hand unmarried working women perceived the married working women more negatively on some individual negative items i.e., , , , , , ,  and  as compared to their perception of self concept (see Table 20). Where as non significant differences were also found on different negative items i.e., , , , , , , , , , , , , , , , ,  and  between the perception of self concept as compared to the perception of others in terms of stereotypes among unmarried working women.

The results of the present study also showed that married working women perceived themselves more positively than their perception about the unmarried working women in terms of stereotypes. The findings of the present study supported the hypothesis no 1 that there will be a difference between the perception of self concept and perception of others in terms of stereotypes among married working women. Significant differences were also found on individual items. The married working

women perceived themselves higher on positive self concept on individual items i.e., , , , , , , , , , , , , , , , , , , , , , , , and  as compared to their perception about the unmarried working women in terms of stereotypes. On the other hand the married working women perceived the unmarried working women more positively on the items , , , , , , , , , and  as compared to their perception of self concept (see Table 21). Where as non significant differences were also found on some items i.e., , , , , , , , , , , , , , , , , , , , , and  between the perception of self concept as compared to the perception of others in terms of stereotypes (about the unmarried working women) among the married working women.

The findings of the present study indicate that married working women also perceived themselves more negatively on their self concept measure as compared to their perception about the unmarried working women in terms of stereotypes. The married working women perceived themselves more negatively on individual items i.e., , , , , , , , , , , , , , , , , , and  as compared to their perception about the unmarried working women. Where as the married working women perceived the unmarried working women more negatively on different individual items i.e., , ,

, , , , , , , ,









As another unmarried working women also expressed such perception that it is very difficult for her to manage at office with courage. Because men think that women are unable to understand their unhealthy intentions. And due to the absence of male member at home they are helpless. As it is the common sense observation that in the patriarchal society of Pakistan men is considered to be the ultimate protection and security for a woman. And the women are unsafe and insecure unless and until she is not protected under the umbrella of marriage. This may be due to the gender role attitudes and biases prevailing in the society regarding the female especially. Where in the twenty first century a woman is considered as burden and marriage is the ultimate relaxation. Though the women are getting better and better education, working at various designations at national and multinational organizations. But still it is of great need to change the old orthodox mind set regarding the status of the women in the society. We need to develop flexibility in our attitudes pertaining to the strict notion that the ultimate role of a women is to get marry and have marital life than any thing else.

### *Self Efficacy*

The findings of the present study indicated that there is a significant positive relationship between self concept and self efficacy of unmarried working women as compared to the married working women. These findings supported the hypothesis no 4 of the present study that “there will be a positive relationship between self concept and self efficacy of unmarried working women as compared to the married working women (see Table 27). The findings of the present study showed that unmarried working women have significant positive relationship between the perception of positive self concept and self efficacy as compared to the married working women. On the other hand the results in (Table 28) showed the significant negative relationship between the negative self concept and self efficacy of married and unmarried working women. These findings are in accordance with Hansford and Hsttie (1982) suggested that self efficacy and self concept are each related. The positive self perception may influence, believes of self worth as well. Especially in relation to the present study it was found that positive perception of self concept of unmarried working women has the significant positive relation with their believes of self worth\ efficacy in general. As Mead (1963) also found that self concept largely reflect people believes in their personal efficacy. The results of the present study suggested that the positive sense of self concept of unmarried working women effected the generalized self efficacy believes positively.



They have positive feelings about their self which also affects their courses of action which they pursue in general in their daily lives. These results are also in accordance with Barbara and Barbara (2004) found the positive and higher self efficacy among non abused as compared to the abused women. These findings are not consistent with the findings of O'Brien (1989) found that never married have lower self concept/self efficacy than divorced. The reason behind the findings of the present study might be that the unmarried working women may think that being independent they can take their decision at their own as compared to the married working women, because in Pakistani culture a married women can not take her decision at her own she has to concerned her husband and some times if she is living in joint family system she has to take care about the choice and opinion of her in laws. Which might affect her perception of self efficacy believes. The other reason might be that the sample size was very small so we cannot generalize the findings of the present study.

To test another objective of the present study t-analysis was carried out in order to find out the differences between the generalized self efficacy of married and unmarried working women. But the findings of the present study revealed that there was a non significant difference between the self efficacy of married and unmarried working women. And these findings rejected the hypothesis no 3 of the study that the married working women will have higher self efficacy as compared to the unmarried working women. But the mean values showed that married working women have slightly higher generalized self efficacy than the unmarried working women, but these differences were non significant (see Table 29). The findings of the present study are not in accordance with Barbara and Barbara (2004) found the higher self efficacy among the non abused women than the abused women. But at the same time the findings of the present study are also not in accordance with O, Brien (1989) found that never married women have lower self efficacy than the divorced women. The findings of the present study are also in consistent with Biskel (2004) suggested that unmarried women have high self efficacy than married women. One of the most important and most obvious reasons of these findings might be that both married and unmarried working women were working and professionally employed. They both might have the enough confidence regarding their self efficacy believes that they can do and handle any thing at their own. As Collins (1982) found that holding more roles is associated with self efficacy and higher self efficacy was found among the professionally employed working women than the

unemployed working women. Because the higher status, economic independence in an opportunity to work out side the home might contribute to enhance their self efficacy.

In order to see the effects of demographic variables on the self efficacy of married and unmarried working women it was also decided to compute the t analyses. Age was the important variable regarding the self efficacy of unmarried and married working women. The findings of the present study showed non significant difference of younger and older group of married and unmarried working women (see Table 30 & 31). The mean values also showed non significant difference between younger and older group but over all results indicated that the mean scores of unmarried women were slightly higher on GSES than the married working women. The results of the present study are not in accordance with some researchers (Thompson, 1965; Wulfert & Wanck, 199). The reason of the findings of the present sturdy might be the inappropriate sample size of the two groups. But the findings of the study suggested that marital status does not affect the general sense of self efficacy of a women. Both married and unmarried working women have the same sense of self efficacy. They have that believe that they can do their task very well. They know their self worth, abilities and efficacy regarding the general task of daily livings. Last but not least the homogeneous group of sample in terms of age might be the reason behind the non significant findings.

The self efficacy of married and unmarried working women was also explored in relation to education. But the findings of the present study revealed the non significant results between the two groups of education on self efficacy (see Table 32 & 33). The mean values showed that the unmarried graduate working women scored slightly higher on GSES than the unmarried and unmarried masters and above women. The findings suggested that education did not effected significantly on the self efficacy of married and unmarried working women. But the reason might be that the sample size was small and inappropriate between the two groups of married and unmarried working women. But we may say that the less and a highly educated married and unmarried working woman has the same sense of general self efficacy. The educational attainment did not affect the self efficacy of the married and unmarried working women significantly.

The socioeconomic status is also very important variable in our culture especially with reference to women. Because it is related to the wide exposure and experiences of life. In general common sense notion tell that the people from high socioeconomic status may have high confidence and experiences related to the life situation and marital status of women as well. So the present study also analyzed the self efficacy of married and unmarried working women with reference to their socioeconomic status. The findings showed the non significant difference between the married and unmarried working women on GSES (see Table 34 & 35). But the mean values showed that women belong to high socioeconomic status scored slightly higher on self efficacy than the women from low socioeconomic status. But the findings of the present study are in accordance with Stewart (1989) also found no differences in the sense of self efficacy between black and white women related to socioeconomic status. The reason might be that the sample size was small. But the mean scores of 30 and 31 out of the total score of 40 does not mean the lower sense of self efficacy but it mean quite high self efficacy scores which also indicate the high sense of self efficacy. So both the married and unmarried working women from low and high socioeconomic status have quite high sense of general self efficacy. Reason might be that they were all educated, working, and independent, practical, and confident women their self efficacy believes should be positive and high. So nothing may be wrong with all of them.

Family system is also another important variable in our culture because as women it gives you the strength and opportunities to do what you want to do. So the presents study also employed the t analyses on self efficacy of married and unmarried working women in relation to living system. The results showed the significant difference between unmarried working women on living system. The mean values showed that the unmarried working women who were living alone in hostels scored higher on self efficacy than the other groups (see Table 36). On the other hand non significant difference was found between married working women from joint and single family system (see Table 37). Mean values also indicate the non significant difference. The reason might be that unmarried working women were independent in terms of their decision making choices of life but a married women has to consult the husband and some times in-laws as well so there might be possibility that they think they are not worth able enough to take their decision and to do any thing general in life. Secondly the opinion and feed back of other people is also very import and may effects the

efficacy believes of a married working women. But we cannot generalize the findings because the sample size was small and inappropriate.

The parent's education plays a very significant and vital role regarding the personality development of an individual. If the parents are educated they can make their children stable, confident, and independent. The generalized self efficacy of unmarried working women was also analyzed in relation of mother's education. The findings of t-test showed no significant difference on self efficacy of unmarried working women (see Table 38). Mean values also showed non significant differences. That means the married working women whose mothers are literate and illiterate has the same and quite high generalized self efficacy believes. The reason might be that the sample size was very small. The generalized self efficacy of unmarried working women was also analyzed in relation to father's education. The findings of t-test analysis showed non significant difference. The findings of the study revealed that the unmarried working women whose fathers are literate and illiterate showed non significant differences on generalized self efficacy. Mean values showed that the women whose father's are literate scored slightly higher on self efficacy measure (see Table 39). The reason might be that they may have the modern gender roles attitude. Because things are changing with education, globalization, with rapid economic changes. People might have the understanding that the traditional gender roles were based on orthodox thinking. Secondly marriage involves many social and situational factors irrespective of any disabilities unmarried working women are also normal human beings having normal routine living matters. They are equally competent and worth able.

T-test was also computed on generalized self efficacy of married working women in relation to the duration of marriage. But the findings of the present study indicated the non significant difference of duration of marriage on self efficacy of married working women (see Table 40). Though it was not based on any logical assumption but common sense notion was the basic factor to test this variable in relation to self efficacy. But this notion was rejected by the findings of the present study. The reason might be that the family environment, attitude of in-laws. A married working woman has to face many hardships regarding the household activities because she has to manage the both roles at her own. Most of the times she might be lacking that social support, she required to manage her working and domestic roles. Because it is not liked

by the family member and other people also if a male member of the family as fathers, husband, and brother and as son helped the women in house hold activities. Many taboos and negative perceptions of the people affect the whole concept in either ways. The general attitude regarding their profession might also effect the self efficacy believe of women. The perception as women we get not only from the male, but from female as well who may not work and having a role of wife and mother only is usually negative.

The one way analysis of variance was also computed on professions of married and unmarried working women in relation to their self efficacy believes. But the findings of the present study revealed non significant differences of profession on self efficacy of married and unmarried working women (see Table 41 & 42). Mean values showed a slight difference between the married and unmarried working women on GSES among different professions. The reason might be that the sample was very small and inappropriate as well in order to make valid comparison. Secondly because the unmarried working women were all educated, independent, competent, working women their generalized self efficacy should be high irrespective of the marital status. Because marital status does not have any logical, empirical, and causal relationship between the self efficacy believes. It is just the perception of people that might vary because of the individual differences, family environment, and due to the social and personal factors. Now the things are getting change globalization is influencing the mind set and cultures. Gender has also become very relative term in every culture. Now women are more independent, educated, and well aware with the facts of life. Especially in our culture a women is more struggling in order to meet the demands of life and for the improvements of life standards, which should be taken as positive in order to grow and develop as society and as nation as well. So it is very positive that the married and unmarried woman possessing various professions have no difference on the generalized sense of self efficacy believes.

***Description of Sample of unmarried working women on the bases of  
Demographics***

To find out the description of the sample on the bases of some demographics of unmarried working women including choice of marriage, factors of unmarried hood etc.

























































The Table 43 showed the description of unmarried working women regarding their financial understanding. It was found that only 9% of the unmarried working women were reported that they were the main and only source of earning for their families. While 41% of the women reported they were not the only source of earning there might be their fathers, brothers and any other member of the family who is the main breadwinner for the family. Another interesting description was regarding the choice of marriage of unmarried working women. When unmarried working women were asked whether they would like to get marry even now 20% of the women reported they would like to get married if the appropriate proposal would come, while 26% of the women reported that they would not get married. And only 4% did not answer the question (see Table 44). These findings are similar to O'Brien (1989) found such findings that never married women reported more desire for marriage as compared to the divorced individual. Though these findings may not be related to the findings of the present study but the desire for marriage among never married persons might exist. As one of the unmarried working women also mentioned during the data collection that some time I feel that I should have got married. But then I use to think that it was not God's will. And it is the God who decides all this. But still am very positive and hope full that if I would get an appropriate person I would get married. On another interesting dimension the unmarried working women were asked to report that whether it was their own decision regarding their marital status. 23% of the women reported that it was their own decision that they would not get marry, while 23% reported it was not their own decision it was decided by others like parents and other male members of the family or due to others they are unmarried. Only 4 % did not respond on that question (see Table 45). Regarding the previous variable they were further probe to know the causes of their marital status. They were asked to report the causes and factors regarding their marital status. Interestingly all the subjects reported on that question and 14% reported that there was personal reason ( health, two of them said they wanted to get married with some one but their family did not allowed in that case) due to that they could not get marry. While 19% reported there were situational factors they reported that it was the

circumstances like three of them reported the (death of mother). And 17% reported that there was family reasons (sect, caste, with in family and out of family) due to that they could not get married some of them reported that due to the difference of sect, I could not get the appropriate person. Some of them said our family did not allow getting married out of family similarly some of them reported that it is not acceptable in their family to get married with in family (see Table 46).





































The social activities of unmarried working women were also explored. They were asked to report that either they have indoor activities or out door. 14% reported that they have some indoor activities when they were probed further they said socialization with each others, we do get together. 19% reported that they have some out door activates like we go to market, for lunch and dinners as well just to enjoy. Some of them were doing radio programs as well some of them said they have a membership of an organization. 17 % also reported that they have nothing regarding the social activities we go for our work only (see Table 47). In order to know the social support of unmarried working women they were also asked to rate on their social support networks. 14 percent reported that they have only two social support networks including friends and family. While 19% reported they have more then two social support network. They said they take support from their family, friends, colleagues, neighbors, and from relatives as well it depends on the nature of need. And 17% reported that they have no supporting network. They are alone at the time of need (see Table 48). These findings are in accordance with the findings of Seccombe and Kuntz (1994) found that 25 % of their sample reported they never socialize with friends while 29% reported that they had social activities with friends at least once a week. The lack of social support might be again due to the gender role and perception of people regarding the unmarried working women. Because in our society a girl has to maintain the perception of a good girl/women in order to develop and mange the impression of people. In a collectivistic culture we can not be distinctive and indifferent from the society. We have to live with in the societal norms, values, and set traditions of the society and culture. As most of the unmarried working women were living alone in the working women hostels. One of the participant reported that she is worried that after her retirement where she will live because her family has a non supporting attitude and they would not allow her to live with them. Because she had no parents and her bothers and sister in laws does not have the kind of relationship with her that they could allow her to

live with them. Some of them were very sick at that time they were suffering from Arthritics and Asthma, so they expressed that they are alone but some time their hostel fellows helped them out.

On the bases of three independent studies the present research reveals that unmarried working women are perceived with some sort of negative personality



































































attributes like , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , . On the other

hand the married working women are perceived with relatively positive personality











































attributes like , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , . Although

there is no relationship between marital status and personality attributes but the perception of our people suggested that unmarried working women possess relatively negative personality traits as compared to the unmarried working women. This perception was also supported by the information we gathered and analyzed from the individual interviews conducted in the study I of the present research.







The findings also revealed similar with the findings of some previous researches like the students perceived the married working women more positively as being

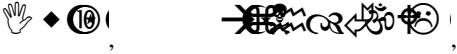




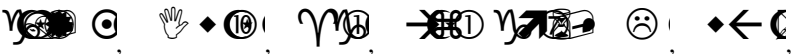



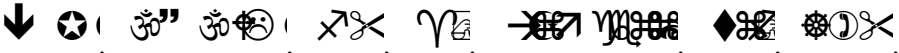

, , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , 

as compared to the unmarried working women. And the unmarried working women were on the other hand were also perceived more positive as

being , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , , 



to the married working women among students. And on the negative stereotypes the unmarried working women were also perceived more negative as being , , , ,  than the married working women. On the other hand married working women were also perceived negatively as being  as compared to the unmarried working women among students.

Gender differences were also supported by the findings of the present study it these findings explains that married working women were perceived more positively among male students as compared to the female students. Students reported that married working women are more , , , , and . And the unmarried working women on the other hand were also perceived more positively on , , , and  as compared to the married working women among women than men. Where as The married working women were perceived more negative on , 



working women more negatively on some individual negative items i.e.,  $\alpha^2$ ,  $\alpha^3$ ,  $\alpha^4$ ,  $\alpha^5$ ,  $\alpha^6$ ,  $\alpha^7$ ,  $\alpha^8$ ,  $\alpha^9$ ,  $\alpha^{10}$ ,  $\alpha^{11}$ ,  $\alpha^{12}$ ,  $\alpha^{13}$ ,  $\alpha^{14}$ ,  $\alpha^{15}$ ,  $\alpha^{16}$ ,  $\alpha^{17}$ ,  $\alpha^{18}$ ,  $\alpha^{19}$ ,  $\alpha^{20}$ ,  $\alpha^{21}$ ,  $\alpha^{22}$ ,  $\alpha^{23}$ ,  $\alpha^{24}$ ,  $\alpha^{25}$ ,  $\alpha^{26}$ ,  $\alpha^{27}$ ,  $\alpha^{28}$ ,  $\alpha^{29}$ ,  $\alpha^{30}$ ,  $\alpha^{31}$ ,  $\alpha^{32}$ ,  $\alpha^{33}$ ,  $\alpha^{34}$ ,  $\alpha^{35}$ ,  $\alpha^{36}$ ,  $\alpha^{37}$ ,  $\alpha^{38}$ ,  $\alpha^{39}$ ,  $\alpha^{40}$ ,  $\alpha^{41}$ ,  $\alpha^{42}$ ,  $\alpha^{43}$ ,  $\alpha^{44}$ ,  $\alpha^{45}$ ,  $\alpha^{46}$ ,  $\alpha^{47}$ ,  $\alpha^{48}$ ,  $\alpha^{49}$ ,  $\alpha^{50}$ ,  $\alpha^{51}$ ,  $\alpha^{52}$ ,  $\alpha^{53}$ ,  $\alpha^{54}$ ,  $\alpha^{55}$ ,  $\alpha^{56}$ ,  $\alpha^{57}$ ,  $\alpha^{58}$ ,  $\alpha^{59}$ ,  $\alpha^{60}$ ,  $\alpha^{61}$ ,  $\alpha^{62}$ ,  $\alpha^{63}$ ,  $\alpha^{64}$ ,  $\alpha^{65}$ ,  $\alpha^{66}$ ,  $\alpha^{67}$ ,  $\alpha^{68}$ ,  $\alpha^{69}$ ,  $\alpha^{70}$ ,  $\alpha^{71}$ ,  $\alpha^{72}$ ,  $\alpha^{73}$ ,  $\alpha^{74}$ ,  $\alpha^{75}$ ,  $\alpha^{76}$ ,  $\alpha^{77}$ ,  $\alpha^{78}$ ,  $\alpha^{79}$ ,  $\alpha^{80}$ ,  $\alpha^{81}$ ,  $\alpha^{82}$ ,  $\alpha^{83}$ ,  $\alpha^{84}$ ,  $\alpha^{85}$ ,  $\alpha^{86}$ ,  $\alpha^{87}$ ,  $\alpha^{88}$ ,  $\alpha^{89}$ ,  $\alpha^{90}$ ,  $\alpha^{91}$ ,  $\alpha^{92}$ ,  $\alpha^{93}$ ,  $\alpha^{94}$ ,  $\alpha^{95}$ ,  $\alpha^{96}$ ,  $\alpha^{97}$ ,  $\alpha^{98}$ ,  $\alpha^{99}$ ,  $\alpha^{100}$  as compared to their perception of self concept (see Table 20). Where as non significant differences were also found on different negative items i.e.,  $\alpha^{101}$ ,  $\alpha^{102}$ ,  $\alpha^{103}$ ,  $\alpha^{104}$ ,  $\alpha^{105}$ ,  $\alpha^{106}$ ,  $\alpha^{107}$ ,  $\alpha^{108}$ ,  $\alpha^{109}$ ,  $\alpha^{110}$ ,  $\alpha^{111}$ ,  $\alpha^{112}$ ,  $\alpha^{113}$ ,  $\alpha^{114}$ ,  $\alpha^{115}$ ,  $\alpha^{116}$ ,  $\alpha^{117}$ ,  $\alpha^{118}$ ,  $\alpha^{119}$ ,  $\alpha^{120}$ ,  $\alpha^{121}$ ,  $\alpha^{122}$ ,  $\alpha^{123}$ ,  $\alpha^{124}$ ,  $\alpha^{125}$ ,  $\alpha^{126}$ ,  $\alpha^{127}$ ,  $\alpha^{128}$ ,  $\alpha^{129}$ ,  $\alpha^{130}$ ,  $\alpha^{131}$ ,  $\alpha^{132}$ ,  $\alpha^{133}$ ,  $\alpha^{134}$ ,  $\alpha^{135}$ ,  $\alpha^{136}$ ,  $\alpha^{137}$ ,  $\alpha^{138}$ ,  $\alpha^{139}$ ,  $\alpha^{140}$ ,  $\alpha^{141}$ ,  $\alpha^{142}$ ,  $\alpha^{143}$ ,  $\alpha^{144}$ ,  $\alpha^{145}$ ,  $\alpha^{146}$ ,  $\alpha^{147}$ ,  $\alpha^{148}$ ,  $\alpha^{149}$ ,  $\alpha^{150}$ ,  $\alpha^{151}$ ,  $\alpha^{152}$ ,  $\alpha^{153}$ ,  $\alpha^{154}$ ,  $\alpha^{155}$ ,  $\alpha^{156}$ ,  $\alpha^{157}$ ,  $\alpha^{158}$ ,  $\alpha^{159}$ ,  $\alpha^{160}$ ,  $\alpha^{161}$ ,  $\alpha^{162}$ ,  $\alpha^{163}$ ,  $\alpha^{164}$ ,  $\alpha^{165}$ ,  $\alpha^{166}$ ,  $\alpha^{167}$ ,  $\alpha^{168}$ ,  $\alpha^{169}$ ,  $\alpha^{170}$ ,  $\alpha^{171}$ ,  $\alpha^{172}$ ,  $\alpha^{173}$ ,  $\alpha^{174}$ ,  $\alpha^{175}$ ,  $\alpha^{176}$ ,  $\alpha^{177}$ ,  $\alpha^{178}$ ,  $\alpha^{179}$ ,  $\alpha^{180}$ ,  $\alpha^{181}$ ,  $\alpha^{182}$ ,  $\alpha^{183}$ ,  $\alpha^{184}$ ,  $\alpha^{185}$ ,  $\alpha^{186}$ ,  $\alpha^{187}$ ,  $\alpha^{188}$ ,  $\alpha^{189}$ ,  $\alpha^{190}$ ,  $\alpha^{191}$ ,  $\alpha^{192}$ ,  $\alpha^{193}$ ,  $\alpha^{194}$ ,  $\alpha^{195}$ ,  $\alpha^{196}$ ,  $\alpha^{197}$ ,  $\alpha^{198}$ ,  $\alpha^{199}$ ,  $\alpha^{200}$  and  $\alpha^{201}$ ,  $\alpha^{202}$ ,  $\alpha^{203}$ ,  $\alpha^{204}$  between the perception of self concept as compared to the perception of others in terms of stereotypes among unmarried working women.

Regarding the relationship of self concept and self efficacy of married and unmarried working women. It was noted that self concept and self efficacy believes are each related among unmarried working women as compared to the married working women. There was not found any significant differences regarding the self efficacy of married and unmarried working women. The demographic variables i.e., age, education, Barents's education, and income also showed non significant differences regarding the self efficacy of married and unmarried working women. The present research also explains that the unmarried working women are as competent as the married working women are, irrespective of the stereotypical perception of the people about them. And there was not any significant differences regarding the self efficacy of married and unmarried working women. And the age, education, income, and parents, education has no significant effects on the generalized self efficacy believe of married and unmarried working women. And both married and unmarried working women working women were having the same believes regarding their self efficacy. The findings of the present study also suggested that the unmarried working women are as normal individual as the married working women are in general in our society. They also have the same needs as being the citizen of the society and there might be some social, cultural and personal factors regarding their lives in terms of marital status and irrespective of their marital status they are productive individuals who are the major contribution for the society. So they should not be perceived as segregated segment of the society only due to their single status. Marital status might have no significant effects on the personalities of

married and unmarried working women. It might be their personal style and due to the individual differences they are different from each others and from married working women. So they should not be attributes with stereotypes in terms of their personalities.

### **Limitations of the Present Research and Suggestions**

Research in social science always encountered with quite number of limitations. In psychology, researcher has to deal with complex human behaviors, and the researchers face many shortcomings. So there are certain limitations of the present study as well.

First of all both the measures positive and negative scales and GSES used in the present study were self report measures. There are chances of fakeness of the data because of the mood, attitude, personality, and time of the measurement might be effected. In the case of students their attitude is a problem they might have taken the instrument non seriously and they may have taken for granted their response irrespective of the instructions.

Another limitation was the time, time was very short to collect the data from such a sensitive and controlled population it was very time consuming and it involves risks as well like a researcher has to go the female working women hostels at 8' o clock of the night to collect the data because the unmarried working women were included in the sample of the study III. Some times the mood of a women, attitude, and fatigue because she was working for the whole day. At that time most of the women were busy in the prayer, cooking and arrangements for dinners but they had to give time to a researcher. So that might be a limitation in terms of the in appropriate time because we could not approach them otherwise. And due to the shortage of time and the business of the unmarried working women as most of them were doing their personal routine work related to the food, clothing and room settings etc.

Some of them had taken the instrument and said they will return it next time that also might affect their response in either ways. As an initiatory effort in the context of unmarried working women a major criticism regarding the use of deception was an ethical problem as the participants of study III were not aware of the real purpose of the study. The main reason the use of deception was to get the real and genuine responses

of the married and unmarried working women about each other. Because they could overestimate themselves on their self report measure and under estimate about each others on the stereotypes scale that was used to get the ratings of perception of others among married and unmarried working women. So while rating the married working women the unmarried working women have some sort of biases and it might be possible that unmarried working women over estimated the married working women on negative stereotypes scale.

The instrument was very long as it consisted of 107 items and two forms were used for each participant that might be a limitation in this regards. We can not deny the elements of fakeness. Due to the lack of awareness and importance of research in the society like Pakistan where a researcher has to went through many difficulties regarding the resources and networking in order to collect the data. So in the present research it was very difficult to approach the sample of unmarried working women especially.

The sample was small and very heterogeneous in nature to make valid findings it should be more homogeneous like the profession may be controlled next time for further exploration. Like unmarried working women who are teachers by professions should compare with teacher and so on. Though it was kept in consideration by the researcher to take the comparative sample from the same population but it was not controlled. As it was not the objective of the study. So next time a nation wide controlled sample should be taken in order to make more objective and valid findings. And for studying the stereotypes sample size should be larger than the present research.

Last but not least for studying the stereotypes with related to unmarried hood both gender should be included in the sample in order to make thoughtful and logical understanding of the findings. Because in a patricidal society of Pakistan the perception of men and women is very different so we need to study both gender in terms of their self concept perception and their perception about each others as well.

## **Conclusion**

Overall, the findings of the present research suggest that in patriarchal society like ours, the significant differences exist about the perception of the personalities of the unmarried working women as compared to the married working women. People perceived the unmarried working women with negative stereotypes as compared to the married working women. The traditional gender role attitude may strongly exist that might be the reason that people can not accept a woman with out having a role of mother and wife. The significant positive difference exists between the perception of self concept and the perception of others of married and unmarried working. Regarding the generalized self efficacy of married and unmarried working women it was also found that there were non significant differences between the two groups. This showed that both married and unmarried working women have quite high self efficacy and marriage has no effects on their self efficacy believes. We can not generalize the findings of the present research, but we need to look into the attitude we have towards the unmarried working women. We may need to change the kind of biased and conservative thinking and attitude to become more objective and rational with them.

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