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Career Aspirations of Young Women to Join Police Service
(A case study of Islamabad)



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Anthropology

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Chapter No. 01

Introduction

Chapter No. 1

1.1 Introduction

In every known society, the male's need for success can be recognized. Men may cook, or weave, or dress dolls or hunt hummingbirds, but if such activities are appropriate occupation of men, then the whole society, men and women alike, votes them as important. When the same occupations are performed by women, they are regarded as less important¹.

Career aspirations are simply the goals someone set out to achieve in either their current profession, or their desired profession. It is very necessary that while stepping forward towards progress, you have particular career path in mind. If there is not a clear plan or intent for career then it would consider as a sign of narrow vision. So for availing the career opportunities, there should be a need of proper planning and clear path for selecting the profession and this all happens with the help of personal aspirations inside human minds. Aspirations are the strong desire, longing, aim and ambition which all needs for the achieving the desired profession.

Youth is the most sensitive stage of a person's development, where numerous confusions arise regarding what to do and which path to take. Other dimensions of personality growth take place, along with psychological and mental growth and broadening of thought processes. As a matter of fact, youth, who usually have very few resources at their disposal, face far greater hurdles in reaching their goals with respect to life. Therefore, their struggle towards achievement is more challenging and risky. Career is something that holds certain significance in every individual's life. A child, right from childhood, dreams about joining a profession that when he/she would grow up and would hold a distinct and somewhat better position in the society. With the passage of time, as he/she grows, he/she keeps on working for that aim until he either fails completely or succeeds. Few loose courage in the way, while those who are steady and fortune, make up to their goals.

¹ Margaret Mead, 1949 "Male and female"; published by Harper Perennial

There is a variety of reasons and underlying facts that shape behavior. Various aspects of individual and community life, such as the social setup, the belief system, economic standing and life circumstances, equally contribute towards it. Similarly, individuals are exposed to variant home environments, educational institutions, different experiences, all those, directly or indirectly foster some characteristics in the individuals, which affect their actions and decisions making processes. These behaviors also change with the passage of time due to changing trends and the advent of new fields, which provide the youth with new directions. Moreover, certain level of difference is found in these aspirations between males and females. This is primarily due to difference in the treatment extended to them, the positions they enjoy at home, and also due to the difference in opportunities or choices provided to each of them. In such cases, men generally have the upper hand, as women in eastern society exercise a subordinate position. And this is one of the major reasons, why they lag behind in numerous ways.

The police department is empowered to implement the law, protect possessions and reduce civil disorder. Their powers include the legitimized use of force. The term is most commonly associated with police services of a state that are authorized to exercise the police power of that state within a defined legal or territorial area of responsibility.

Gender segregation at work is the most important cause in gap between men and women. The nature and extent of the differential barriers to the social mobility of men and women affect the working of the class structure in important ways. Before the First World War, males are the only dominant personalities in every leading force for defending their countries. With the passage of time, women were first employed on police duties during the First World War (1914-1918). Before then the employment of women had been limited to such duties as supervising, searching and escorting women and children in custody. However these police matrons were not constables and did not go out on the beat. In fact, many were the wives of serving police officers.

1.2 Statement of the Problem

The present study was conducted in Police Station to investigate the career aspirations of young women to join different professions in Police service. It investigates the spirit and enthusiasm of young girls that what inspires them for recruitment in Police Service in such gendered segregated society where women role outside the domestic is limited and socially and culturally restricted.

Police that is considered generally male oriented profession but now joining this profession by women, proves this perception merely based on stereotypes as social construction. These social construction, stereotypes are being deconstructed and it would be the main concern of this research.

The process as whole does not only help the women out by women but that also leads to economic independency, equal contribution and consequently toward the social empowerment. Such analytical study of motivations and aspiration of joining the profession and career development as police within socio-economic context would be the prima foci of study.

1.3 Significance of the Study

The current topic is significant within the domains of academics as well as in political and applied perspective. In academics, the study will be significant and a scientific addition in the existing literature. Anthropological studies in the domain of socio-economic development have been considered as the main areas to study the change in evolutionary perspective. Anthropologists are interested in studying the culture, metaphors, practices and livelihood mechanisms of native. This study helps to understand the context in which women police handle their roles in ensuring that proper actions and procedures are applied when handling the issues related to women. The study may help the institutions related to the Police departments and other donor agencies to make new policies for awareness of women careers because of its political and applied nature.

1.4 Hypothesis

- The suppression and violence on women lead them to join Police Force.
- The education and awareness amongst women compel them to join police services.

1.5 Objectives

The main objectives of the study are to:

- Investigate the career aspirations of women
- Investigate the factors which attract the women towards Police as profession
- Identify cultural barriers which restrict the women to join Police Service
- Document the general perceptions of the people about women police
- Inquire the status of women who have joined the police service

1.6 Research Methodology

According to Alan Bryman (2001: 29) research methodology is “simply a technique for collecting data”. It is usually presented in research sphere that the type of data to be collected determines the methodology applied. Research demands an objective approach, which should not be influenced by the researcher’s own thoughts and cognition. In order to conduct research, the researcher used different research techniques that are discussed below:

1.6.1 Rapport Building

A researcher should concentrate on rapport building as it is the most fundamental technique. It is used to build relationships with the people of the defined locale to gain their trust and confidence. Understanding and speaking the local language can serve as a plus point for the research. Knowledge about the local language creates a comfort zone between the researcher and the locals.

The researcher builds a good rapport with the official of women police and among the entire respondents in selected locale of G-7 Sitara Market; as a result they were all comfortable with the presence of the researcher.

1.6.2 Direct Observation

Direct observation was used in order to record the behavior of the respondents. This tool will help to excavate the direct and first hand information regarding the behavior. Direct observation will help to record the gestures and companies of the respondents. It carries utmost importance as well as it was the most widely used during the entire fieldwork. The implementation of this technique was not limited to those selected as samples; rather it encompassed the entire population. Right from the beginning of this research, researcher kept observing the activities taking place around him, the attitudes, behaviors and actions of the people.

1.6.3 In-depth Interviews

In depth interviews was helpful in order to record the detailed information from the respondents their peers, parents and other close relatives. It helps researcher in the extraction of in depth details about the women police and all the cultural barriers in choosing profession of females. Researcher used this method to get all the data related to research. Formal as well as informal interviews were conducted where the respondents were free to answer, the way they want. This helps researcher to cross check the information provided by the respondents and gave the variety of the data.

1.6.4 Questionnaire

A questionnaire is a research instrument which consists of series of questions designed to for gathering information from respondents. In this research, a set of relevant questions have been provided to acquire the relevant data from respondents. For research, three different types of questionnaire were constructed. First part of questionnaire was to collect the information from young girls. Second part of questionnaire was to collect the information from parents of that girls and third part was to collect the information from the women police who were already working there.

1.6.5 Sampling

Sampling is a process in which target population is investigated by studying a small part of it called as Sample.

The focus of the study was on the female respondents who have joined the police services and the others who wish to join it. A sample of 15 female respondent who were in Police service and 30 young girls were interview who were interested to join any service including Police.

As the research is focused on, the career aspirations of women towards police department, therefore researcher choose the simple random sampling to collect the bulk of data.

Chapter No. 02

Literature Review

Chapter No. 02

2.1 Literature Review

The career aspirations have five personality and behavioral traits (a) adaptability, (b) sociability, (c) power and politics motive patterns, (d) need for achievement, (e) accuracy. As long as career aspirations can be regarded as one of the core characteristics of industrial societies, this was quite adequate. But things have changed. Since the 1980's the situation has become more complex. Change drivers like globalization, virtualizations, demographic developments or value changes have led to new minds of career aspirations, new forms of organizing and new forms of private and professional life concepts of individuals. These developments did not career untouched. Several influential writers have proclaimed and analyzed a period of transition leading to new forms of career. Although controversial on the number of claims, analyzes and expectations, they have at least two things in common. First, the significance of the organizations as the central arena for professional will decrease. Partly replacing the 'traditional' organizational career, new forms of career 'outside' outside of organization will develop, whether deliberately or because of lack of choice, people's career will increasingly take place either entirely or to a great extent outside of organizations.

Label like, newly self-employed, one-person-employer, dependent independents, or own account self employed have been coined to describe this phenomena².

Career aspirations as a cluster of desires, aim and behavioral objective which individuals articulate with respect to different career fields and within this career fields as social arenas perspective career can also be regarded as a great effort for sequence of positions in one or a number of social domains. That's why career aspirations measure the potency of an actor's aim to be active in a particular active career fields. The idea of career aspirations shows the

² Bourdieu; 1994, organizational and Post-organizational career aspirations, Personality traits and behavior; submission no. 10922

resemblances with the notion of career anchors, who differentiates between administrative competence, practical functional competence, defense, vision and autonomy/independence.

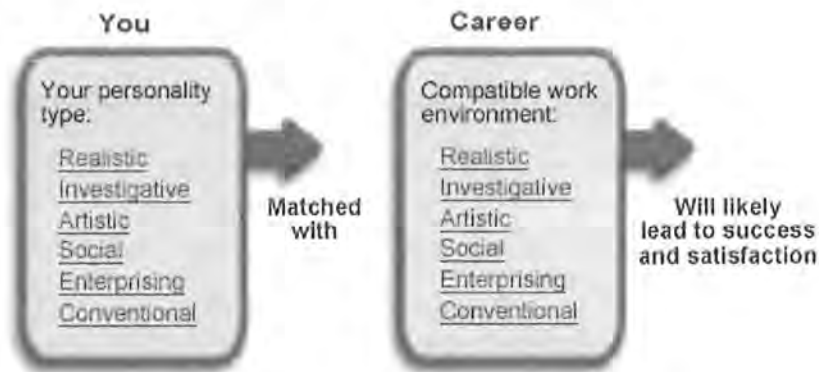
However, the idea behind the vision to understand the career aspirations is constricted and narrower, with the target of gauging the aim of actors to be active in special career domains. Furthermore, career aspirations symbolize a type of mental choice. Actors look forward to the prerequisites for achievement in each of domains and select those domains where they suppose the prime chances of achievements, estimating their personal potency and weak points. There is an agreement between the hope, requirements and ethics of individual actor on the one hand and the situation, chances and options with which certain carrier domains can achieve these aspirations on the other hand.

There is the relation between character and behavioral distinctiveness and one's professional selection, so that individual tends to move into different career domains that are matching with their special qualities.³ Thus idea works as a so-called "matching model" (Hall, 1987) that focuses on the match or fit between the individuality qualities and the career domains.

The theory of John L. Holland explains work-related behavior, such as, which career selection are likely to lead to job achievement and fulfillment. It also explains other individual procedures, like achievement and fulfillment in school and guidance programs. The understanding of vocational theory helps to give the decision power about occupations, careers, majors and other training programs which are best fitted for the respondents.

³ John L. Holland, 1973; theory of vocational choice, published by Dept of Labor, as the guide to occupational exploration

Figure# 01
Personality and Career



2.2 Theoretical frame work

Women lives under the diversity and junction of Law in Pakistan. At the time of beginning, Pakistan was appreciative to evolve uniform state commandment and logic of nationhood. In classical sense of nationhood, Pakistan is not one state but a state constituted by more than one ethnic groups and nationality. State laws in Pakistan were plan by a small privileged class, often associated with a specific tribal, racial, cultural, ethnic or religious identity and imposed from above on the constituent nationalities each one with its own arrangement of power, lawful framework, ethnicity, culture and its own understanding of Islam. It could hardly be hoped that merely getting the position of an autonomous state would automatically grant the state of Pakistan legitimacy to abolish the existing conventional systems of power.

Due to women illiteracy, limited and restricted mobility most women in Pakistan, whose lives are run by the informal law and act, are habitually unconscious of the survival of parallel constitutional laws⁴(Shaheed, 1997: 54) and their lives sustained to be controlled and judged by the informal law and a narrow vision of understanding of the religion, Islam. But for women of Pakistan, this was not the most horrible, which has yet to draw closer. It came when the state of

⁴ Shaheed, Farida, 1997, 'The Interface of Culture, Custom and Law – implications for Women and Activism'. In Mehdi, Rubya & Shaheed, Farida (ed.), Women's Law in Legal Education and Practice in Pakistan (pp. 47-62). Copenhagen: New Social Science Monograph, Institute of Organization and Industrial Sociology, Copenhagen Business School

Pakistan underwent an identity and individuality crisis and finally chosen Islam to address the crisis of identity.

2.3 Meaning of Work

Work by itself is unbiased and balanced. However, work is not achieved in a space and hollowness. As with other individual actions, work takes place within a social framework: a framework characterized by series of faith and ways of philosophy and thoughts. It is within this environment that particular sense and ethics are attached to work. As human culture becomes larger, more prepared and inter-reliant, the division of labor became a very important and fundamental aspect of increasing and maintaining social institutions. Across cultures, the initial approaches to the division of labor seemed to be administrating by the principle that orderly division of work into categories would make a payment to order and development in society⁵.

Philosophies tend to generate mindsets and approaches which in turn influence performance and results. This power of the mind on behavior is particularly important when entire civilizations begin to think in an exacting way and approach, internalize faith formation and show certain mindsets. Psychologist's exercise the phrase 'Social Cognition' to define series of thinking that has become regular and same across social groups⁶.

Social cognitions seem to have played a considerable role in the evolution and development of work as well. Mindsets stimulate by societal and ethical frames of position began to give an exacting coloring and interpretations to the sense and motive of work. Existing beliefs began to create social cognitive environment. Within these environments, positive or negative values began to be attributed to work in general as well as toward professional groups. These social-cognitive environments fostered the development of a work ethic, which is a set of societal norms that describe a particular approach to work. A work ethic is the result of a set of social cognitions about effort, which then lead and influence people's work behavior.

⁵ Tilgher 1930, Work, what it has meant to men through the ages. USA: Harcourt, Brace and Company. The university of Michigan

⁶ Bandura, 1989. Self-Efficacy: the Exercise of control. W. H. Freeman, 1997

2.4 Volition and Choice

Career brings with it the question of choice, decision-making and the exercise of volition. Presented with the numerous opportunities, the career aspirant is required to discriminate between various possibilities and identify the career that he or she wishes to follow. Having made this choice, the individual then is required to identify and select the path that will lead to the chosen career. Decision-making, however, does not end at the crossroads that the individual faces at the point of initiation into the world of work. A career path is not a course that leads directly from one point to another. Career goals are not uniform, solitary targets that one must reach. A career path twists and turns often bringing the individual to new crossroads. New career goals emerge when one's target has been reached. All through this course, the aspirant is required to take decisions, volition and make measured choices⁷.

2.5 Suitability

A career implies specialization in a clearly circumstances area of skills. And specialization brings with it the implication of the individual's suitability for a specific set of work skills. Discovering personal suitability for a career requires identifying personal benefit, aptitude and preference. The question of suitability persists throughout the individual's career. Suitability is particularly critical concept at the point of entry into a career. It is essential that the career aspirant discovers the career in which he or she is likely to excel and find the highest degree of comfort. Having entered a career, the moulding of personal suitability to career tasks is the challenge before the career aspirant.

2.6 Preparation

Preparation for entry is an essential characteristic of the modern career. This implies developing knowledge about the skills for the career one has chosen. Career preparation presets two points for consideration. At one level preparation comprises study, training and skill development to meet the demands of the chosen career. Inadequate training or a poor knowledge base compromises the type of job for which one would be accepted. At another level, career preparation is linked to the attitudes with which one views oneself and a career. For example,

⁷ Lloyd H. Lofquist & Rene V. Dawis 1969; university of Minnesota: Meredith corporation

unwillingness to mould oneself to the requirements of a career could result in serve conflict. Career preparation also requires developing an attitudinal readiness to survive and progress in the world of work.

2.7 Ongoing Development

A career usually spans a period of time, it has a beginning (entry into a career) and an end (retirement). We could perhaps link the term career to 'carrier', which is French for racecourse. In many ways, a career is a course that one follows. Movement along this path calls for fitting into predefined structures and following prescribed rules, while simultaneously exhibiting excellence, creativity and initiate.

2.8 Social-Personal Dimensions

Running the course of a career is essentially the result of an intricate psycho-social process. A group of people (society at large) presents a wide variety of needs that demand attention. The dynamics of career development motivates individuals from within this larger group, to develop the expertise to meet one of these needs or specific components of a need in a professional manner. In summary, a career is characterized by the way of enthusiasm and passion and specialized attempt, for a needed period of time, toward achieving societal requirements through a precise area of work, for which one achieve the means not only for a living but also for the realization of individual capabilities.

2.9 Development of a career

At the high school stage, the modern young person's career horizon is bustling with occupational possibilities. If you were to meet the same young person a few years later, you would notice that not all these possibilities have been converted into career. It is most likely that just one of the many alternatives that were present earlier dominates this young person's role as a worker. This is the result of a way of growth and progress that is intertwined with the growth maturation of the individual as a person and as a member of society. A good place to begin to examine the dynamics of career development is to place it within the broader context of factors that influence human development as a whole. In the broadest sense, human behavior is the result of two sets of influences. The first has its source within the individual and may be described as individual,

specific influences. Other influences that impinge upon the person emerge from the environment⁸.

The accomplishment of one's desires to achieve the careers or paths which are idealized by the society is usually referred as "success". However, success lies in creating one's own individuality. This aspect of being successful is completely ignored in most of the cases that we encounter. The mindsets generally persuade us to imitate those 'successful' one around us, eventually most of us fail even to be ourselves. This is the reason why the youth remains confused about which way to take and how to keep steady in order to reach the target. Perhaps it is a part of human nature, that others success in a particular field fascinates us to take same path. Or perhaps, it has now become a social norm in our society. Again, this is probably what is taught to the young ones in this society.

Beethoven did not fail to become another Mozart, he succeeded at becoming Beethoven. Seen this way, success comes from developing your uniqueness. It is rare but not scarce. Every potentially can succeed. (Lipman, 1995)

The achievement of the desired career path is generally termed as "success" and this depends on how much one adheres to one's social norms, principles and what sort of goals one sets up for himself. If these lie in accordance to those which are socially recognized, the person is likely to be viewed as "successful". This is because, the person doesn't need to borrow these from elsewhere and remain what he actually is. Relying on one's own principles and abilities is perhaps the best way to reach one's destination.

Individualistic and skilled achievement depends on your own capability to be in contact with, and breathe by your own standards, ideology and aim. If you have a clear sense of whom you are and what your priorities and values are, you have the firm foundation and grounding necessary to make solid career decisions⁹.

⁸ Gideon Arulmani 2004; Career development report published by Australian Council for Educational Research
Audience: Academic

⁹ Nancy Archer Martin and Jennifer bloom; 2003, 'Career aspirations and expeditions'

This is what generally absent, the necessary grounding for taking career aspirations. Most of the individuals in our society are brought up in such a manner that they lack the confidence for making this choice in an effective way. Neither the home environment, nor the society and social institutions provide this training. Ultimately, a confused generation is raised, which has to depend on various other sources in order to shape out their career choice and aspirations.

Factors determining Career Aspirations

2.10 Socio-Cultural factors

Every society in this world has its own norms, beliefs, conditions and faces variant circumstances as well as a difference in the impact of things taking place in their surroundings. All these, create a certain environment of a society and this influences the behavioral intentions and aspirations for career, along with the type of careers that are idealized by the society. In the regard, religious beliefs and practices also play a vital role.

The prevailing philosophies, socio-economic changes, social practices and sanctions, all work together to create attitudes and mindsets that mould work behavior. These influences vary from culture to culture¹⁰.

Similarly numerous other factors add up to affect this thought process. Different researchers and philosophers prioritize these according to their ideas and views about these factors and the way they influence one's aspirations. Ferry, 2006 asserts that:

Youth professional selection is powered by many factors including existence context individual attitudes, ability and academic achievement¹¹.

Life context refers to the way a person views his life and the way he deals with it. Similarly educational attainment includes the quality of education and training being providing to the

¹⁰ Gideon Arulmani; 2004, 'Career Counseling'

¹¹ Ferry, 2006; Journal of extension: factors influencing career choices of adolescents and young adults in Rural Pennsylvania; Vol 44, Number 03

individual, the output of that education as well as the implementation of that education in future life.

As it is a well evident fact that students who score well as school are likely to be more ambitious and optimistic about their career, in comparison to those who hardly manage to pass out.

Sax, 1994; examines students initial interest in scientific careers, factors influencing career choice during college and how these factors differ between men and women. According to Sax;

Men who abandon career aspirations appear to be driven by financial concerns, whereas women who decide not to pursue scientific career appear to be more concerned with the social good of their career choice¹².

This is because in most of the cultures of the world including our own, women are strongly associated with the house and the work related to it. And being a good housewife is socially recognized as the most suitable career for women. Here again we find a well established link between the social norms, beliefs and the extent these influence one's life and career. These influence a woman's life far greater than that of a man. Whereas the financial constraints also affect female's career aspirations more than that of males.

The choices and decisions of young people seem be heavily influenced by family expectations¹³.

2.10.1 Family Expectations

The extent and type of expectations that the family associates with an individual acts as both positive and negative factors towards the choice of career path. At one end, it may act as a motivation while at the other it may act as a pressure. And this pressure can result into

¹² Sax 1994: Doubleday publishers 2005; why gender matters; what parents need to know about the emerging science of sex differences

¹³ Grandy and Stahmann and Venerable 1974; 15, p 404-409

consequences other than that were actually expected. This influence of family is greater in those cases where the individual lives in a well-embedded or closely knit family setting.

2.10.2 Self-Esteem

The idea about oneself, one's needs and priorities, keeping in view one's life conditions has also been regarded as one of the factors that influence career decisions.

This factor is somehow relevant to one's conditions and social standing as well. Some evidence suggests that:

Individuals with high self-esteem and considerable clarity and consistency of self-concept, achieve greater certainty and comfort in career planning than do those with low self-esteem or a confused self-concept¹⁴.

2.10.3 Vocational Guidance and Counseling

Provision of inadequate vocational guidance and counseling is one of the major reasons that why youth from 3rd World countries lag behind in career related matters and generally lacks the confidence for taking such decisions.

Another study reveals that:

In Nigeria, many youth make wrong career choices due to ignorance, inexperience, peer pressure, advice from friends, parents and teachers, or as a result of the prestige and attached to certain jobs, without vocational guidance and career counseling¹⁵.

Social institutions not only provide the background for career related decisions but also put up challenges regarding how to balance career alongside the family life

¹⁴ Isabelle, L.A. and Dick, W. 1969. Clarity of Self-Esteem in the vocational development of male liberal arts students: An abstract, Canadian psychologist, 10.

¹⁵ Salami, 1999. Factors affecting the career choice of the undergraduates in Nigerian library and information science schools. African Journal of Library, archives and information Science, April 2008. A.O.Issa, K.I.N. Nwalo.

Edgar H. Schein (1978), in his book, 'career dynamics', points out that;

*Society influences both organizations and people directly through government legislation, incentives, tax programs, educational system and other social institutions. For the individual, this means attention to occupational and educational opportunities and a balancing of career concerns with concerns for family, self-development and a lifestyle which has long-range viability*¹⁶.

2.10.4 Socio-political barriers

Besides other social institutions, political system plays a vital role in determining career aspirations and choice among the individuals of different classes of the society. Its deepest impact is found on the minority groups as well as the financially instable segment of the society. Authority usually lies in the hands of those who exercise dominance over others on the basis of financial strength. Numerous studies have proves the fact that youth from poor families become the victim of this socio-political pressure, which acts as a barrier against their achievement.

2.11 Significant Others

On the various pathways to adulthood, there are persons within and outside family boundaries who serve as sources of guidance and information of youth. According to the 'symbolic interaction perspective, an individual's self-concept arises during the course of social interaction with people referred as significant others. (Cooley, 1902; Mead, 1934)

*A person's sense of identity is influenced by the opinions, attitudes and communications of specific individuals who become identified as important sources of information. These persons whose function as significant others may have substantial influence on the life plans of youth*¹⁷.

¹⁶ Edgar H. S. 1987, Career Dynamics; Matching Individual and Organizational needs, California: Addison-Wesley Publishing company

¹⁷ Gary W. P. Mary Elizabeth S., David F. Peters. Family versus non family Significant Others for the career decisions of low-income youth, Journal of Family relations, Vol. 35, no. 03. July 1986.

These resources are those people who are trusted by an individual and their suggestion or advice is usually acceptable. These people are consulted for various matters because it is believed that they possess greater awareness than the individual himself. This significant other can be an aunt, a cousin, a distant relative or any other relationship, with which a person maintains a trustworthy relationship.

The constitution of the Islamic Republic of Pakistan 1973 has given complete equality to women with men. According to the article 263(a),

Words importing the masculine gender shall be taken to include female. The constitution of Pakistan places no bar on a woman even being Head of the state or the Prime Minister of Pakistan, provided she is otherwise qualified. Article 62 of the constitution lays the conditions which disqualify a citizen of Pakistan from being elected to any office. There is no disqualification on the basis of sex. Women have equal rights with men to contest any election. Similarly, there is no discrimination on the basis of sex on the right to vote. Women have equal rights to vote along with men¹⁸.

¹⁸ Rashida Patel (1991); Socio-Economic Political Status and Women and Law in Pakistan

Chapter No. 03

Area Profile

Chapter No. 03

Locale Profile

3.1 Introduction

This chapter deals with the area profile of the community 'women police situated in Islamabad G-7 Sitara Market'. It helps us to understand the major information and ecological perspective regarding this area. One of the most useful ways to look at the range of societies, anthropologists studies are ecologically.

This chapter will help us to elaborate the physical features, environmental conditions, demographic details, geographic information and other facilities of the community where this study has been done.

The present study has been conducted in the area of Sitara Market which is one of the central and well known areas of Capital of Pakistan, Islamabad. Before getting in depth knowledge about the area, it would be helpful to elaborate something about surrounding of G-7 Police station and Islamabad to get information of the area.

3.2 Brief History of Islamabad

The capital of Pakistan is the Islamabad city. It is situated on the Potwar Plateau, 9 miles (14 KM) northeast of Rawalpindi. The word Islamabad¹⁹, "the adobe of Islam", proper to meaning of its name that consists of the Islamic values, beliefs and the aspiration of Muslims of the South Asia which conclude in the establishment of Pakistan in 1947. The city's site was chosen by a commission in 1959 after Karachi was found unsuitable as the capital.

The city area is basically having the eight zones that are administrative, diplomatic, residential, institutional, industrial, and commercial areas, a greenbelt, and a national park. The city includes an Olympic village, gardens and dairy, poultry, and vegetable farms, as well as such institutions as the Atomic Research Institute and the National Health Centre. The given name Islamabad

¹⁹ District census Report of Islamabad 1998

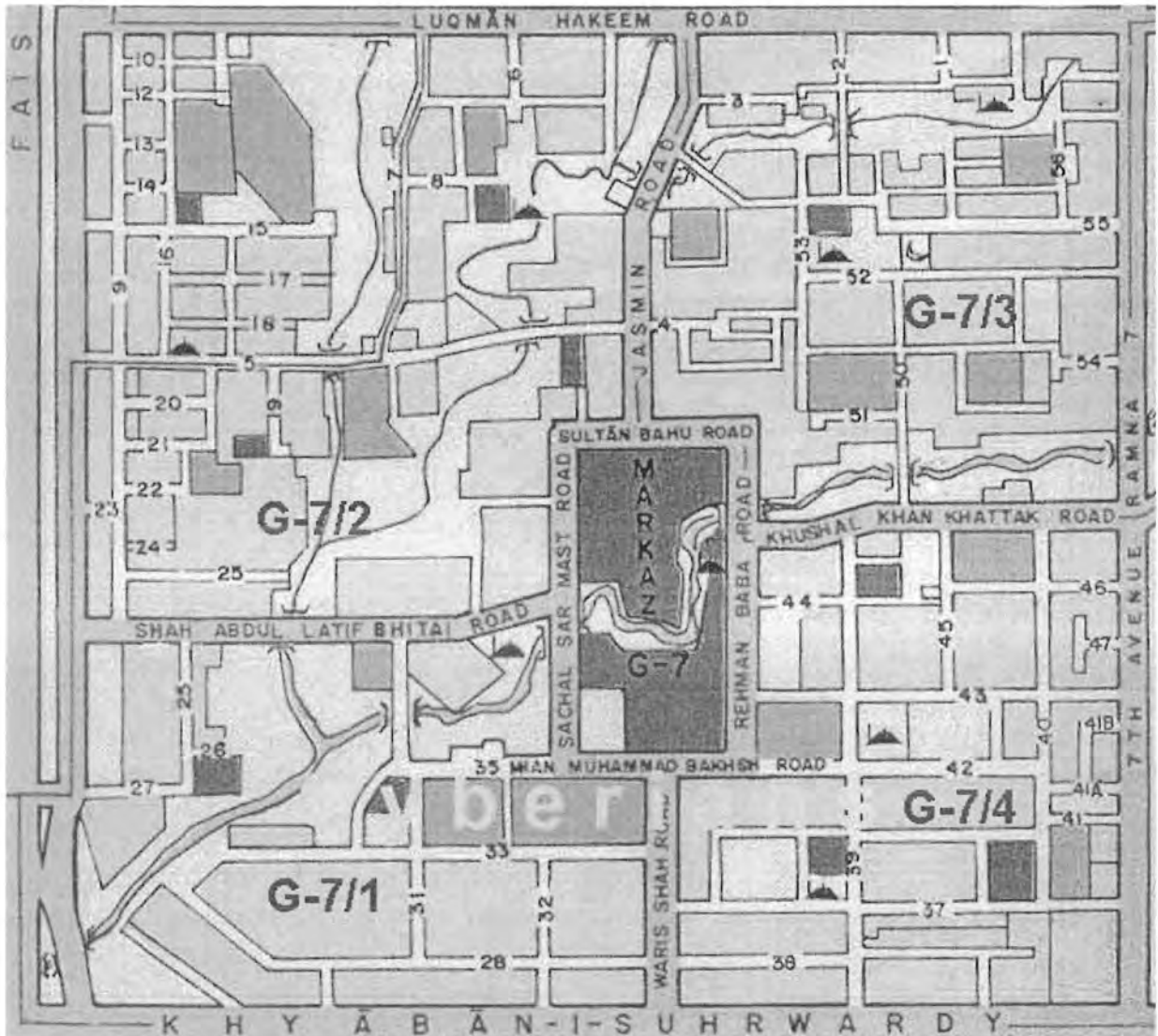
("City of Islam," or "City of Peace") was chosen to indicate and reflect the country's beliefs and constitution.

3.3 G-7 Sitara Market

Market is the place where people come to use it for different important purposes. Market facility is also available in the area where two small markets facilities around the sector. Each market has 12 to 15 shops of different goods and services in order to facilitate the local people. These shops are of grocery, bakery, vegetables, fruit, tailor, butcher shop, and general small stores of daily use. G-7 Sitara market is famous area like others markets in different sectors of Islamabad which consists of various shops and general stores and few food restaurant with variety of Pakistani food stuff and other Chinese and English food. In short this market meets the convenience of all people living in Islamabad.

Figure# 02

G-7 Sitara Market



3.4 Topography

Islamabad city is situated on the track of northern most edge called as Potwar. Site is not much leveled and ground is gradually rising with elevation from 500-600 meters above the sea level.

3.5 Weather

Islamabad city has different and distinct flavor of seasons with the help of wide variation in temperature that is 17.7 c and the means minimum temperature is 2.6 c. June in majority is considered to be the most hottest month which means maximum temperature near 47 c, and the means minimum temperature near 24 c.

3.6 Mosque

There were five Mosques in the community. *Molvis* of these mosques also belong to the same community. These mosques were used to perform the religious activities of two main sects residing in G-7 colony that is Sunni and Shiya sect. community people obey their prayer five times a day. Children come to the mosques after Namaz-e-Asar for reciting.

3.7 Dress pattern

Dress is a basic need of human being. Possibly the most obvious purpose of dress is to make available warmth and protection. In G-7, the usual daily dress of these people was very simple in which males use to wears '*Shalwar Kameez*' whereas as old members use to wears '*Kurta*' (a piece of cloth ties on waist). Young boys usually wear trousers and shirts. Women of the community wears '*Shalwar Kameez*' with '*Dupatta*' and sometimes also wears scarf on their head to cover their hair and face properly as mentioned in Islam. A few women of the community also use to wears veil and '*Chaddar*' to cover them when they go outside the home.

3.8 Ethnic Composition

G-7 Sitara Market is multi ethnic community. People were migrated from different areas such as Lahore, Karachi, Sahiwal, Sargodha, Sialkot, etc. since many years. In the multi ethnic area, many ethnic groups were residing in the community. The main ethnic group was Rajput, whereas people also belong to different other ethnic groups. The detail is shown in table of ethnic composition.

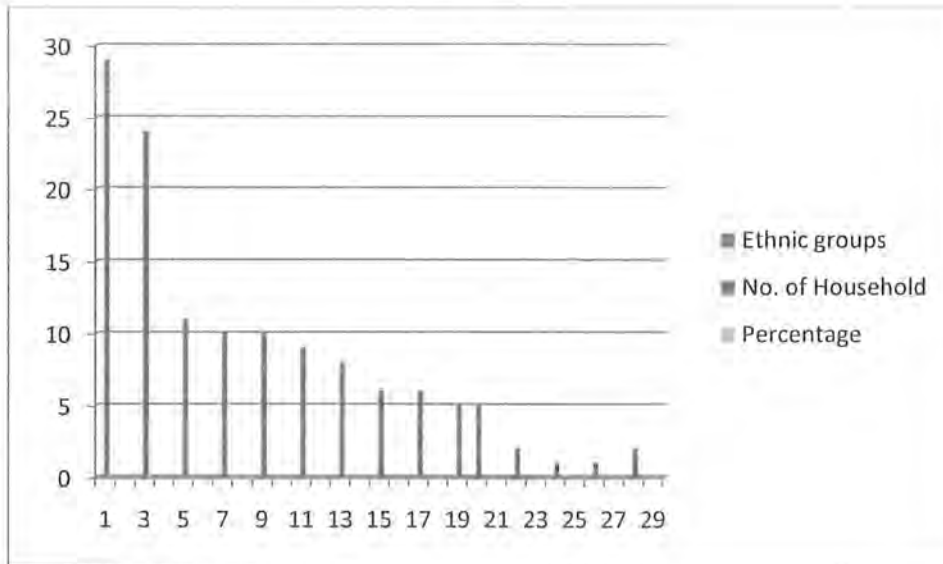
Table# 01
Ethnic Composition

Ethnic groups	No. of Household
Rajput (Mughal, Rana)	29
Malik (Awan)	24
Pathan	11
Jat	10
Chaudhary	10
Arain	9
Quraishi	8
Abbasi	6
Sheikh	6
Raja	5
Gujjar	5
Butt	2
Hashmi	1
Baig	1
Baloch	2

The table shows different composition of ethnic groups on the base of different caste system in G-7 area of Pakistan.

Graph# 01

Ethnic group representation



The above graph shows that Rajput was the main dominant ethnic group in the area. This ethnic group has many sub-groups like Mughal, Bhatti, Janjua and Ghoman.

Second was the Malik ethnic group in the community. It has only sub-group named as Awan. Lots of people belong to Awan ethnic group. Third was Pathan, who has migrated from NWFP. Apart from these three ethnic castes groups, there are many other ethnic groups that have been shown in the given table which includes Quraishi, Gujjar, Balochi, Abbasi, Hashmi, Raja, Sheikh, Arain and Baigs.

3.9 Language

Language is a basic source of communication through which one can communicate with each other and express itself. G-7 is a multicast as well as multicultural community. Many languages were spoken in that area because people living there belong to different territories of Pakistan, that's why different people speak multiple languages. The languages spoken in G-7 were Punjabi, Urdu, English, Pashto, Sindhi, Balochi, Potowari and some other languages. Majority of population can speak, write, and understand the national language Urdu with an exception of that

community who were illiterate. So, different languages were spoken in community but the dominant language is Urdu.

3.10 Religion

Mostly people in the community were Muslims whereas there were some Christians too. The Muslim community was divided into two main sects i.e. Shiya and Sunni. Majority population belongs to the Sunni sect as the table illustrate;

Table# 02

Religion

Sunni	Shiya	Ahl-e-Hadees
117	11	1

Above table shows that Sunni has been prevailed in the area. People feel proud to belong to their sect either they were Sunni or Shiya. Among 129 household, there were 117 houses that belong to Sunni sect, 12 are Shiya houses and 1 belongs to Ahl-e-Hadees sect.

3.11 Recreational Places

Government has provided recreational places to the community like play grounds and public parks etc. Recreational activities vary with the age and gender. Males were not found to take part in any recreational activity because they spend their time in offices and after returning back to their homes, they only take rest. On Sundays, males go outside their homes in playgrounds in order to find recreational activities. The chit chats with their neighbor and discuss some social and political issues. They did not take part in any other activity. There were few playgrounds in the community where children play different games of their interest. Most of the females spend their leisure time inside the houses involving different activities like watching movies, listening music and chatting with neighbors. Females often visit to the neighbor houses due to the good relations among them.

3.12 Mass Media

Mass Media is an important source of communication. Most of the people have all tools of mass media, like television, CD players, DVD players etc. Cable connection was also available in most of the houses with the ration of 85% on which multi channels can be seen. Due to the wide use of mass media, people remain aware of every day issues, affairs and circumstances of the world.

Major population of the community of G-7 was literate and use print media like newspaper which provides information about the National and International events around the world.

3.13 Modes of Communication

Communication means to convey or receive message from one to another. The road network in Islamabad city is planned to make available the successful transportation system to serve all sectors of the city. In that planned network, are the various specifications such as highways and main roads. G-7 is also including in the urban area of Islamabad. The main roads join the sectors from one to other. Main roads of the surrounding area of G-7 are in good condition. A similar road, which lies between the Sitara market and Kacha stop directly link the G-7 to blue area in Islamabad and that road leads to Karachi Company.

3.14 Police Stations in Islamabad

Different police stations control the particular area of sectors of Islamabad. Similarly, the area of G-7 and its population is under the control of G-7 police station. Conflicting situations were rarely seen in the community, which was reported to the police. There are 14 police stations in Islamabad including women police station which are given below:

1. Police Station Abpara
2. Police Station Bara Koh
3. Police Station Shalimar
4. Police Station Golra
5. Police Station Shahzad town
6. Police Station I-9 Industrial area
7. Police Station Thana Sabzi Mandi

8. Police Station Koral
9. Police Station Secretariat
10. Police Station Nilor
11. Police Station Shalla
12. Police Station Margalla
13. Police Station Kohsar
14. Police Station Sitara market

3.15 Physical Structure of Women Police Station

Before entering in the women police station, there were some male police officers sitting on the main gate of the women police station. They check every one before entering in the women police station for security purpose. There was a large boundary wall around women police of G-7 Sitara Market. In front of police station, there was a colony of lower class people named as *shopper* colony. The colony was considered as slum area of G-7.

3.16 Condition of Lock-up

Lockup provides wide arrangement of law and order enforcement arrest and control maneuvers and firearms strategies for survival. It gives the feelings of self correctness and improves the condition of society to bring the law enforcement. In lockup system, women police cannot keep any criminal women or detainee more than 48 hours at any condition, they have to present women affecter in-front of judge either she is criminal or just arrested on suspected basis. In lockup of women police G-7 Sitara Market, there was only one mattress and fan of very old condition. The condition of lockup was very poor and pitiable even unable to fulfill the requirement of hot summer in Pakistan.

3.17 Reporting Room

The reporting room in women Police Station is a building that purpose is to accommodate police officers and other members of the organization. These houses often contain offices and accommodation for personnel and vehicles, along with locker rooms, temporary holding cells and investigation rooms. There was reporting room in police station of G-7 Islamabad, where

live calls from police officers were always on the track for informing all official steps taken for the safety and law enforcement. In reporting room, two female detainees and one male police officer sit in the room for entering report. This report is called as first report. After the report, it was further decided whether to investigate or not. Condition of the reporting room was as normal as other government officials.

Chapter No. 04

Cultural barriers and Ideologies in Career Aspirations of women

Chapter No. 04

Cultural barriers and Ideologies in Career Aspirations of women

4.1 Cultural Sensitivity about females

The status or level of authority and dominance held by the females is one of the major and strongest factors that affect career aspirations in the society. Considering females, it was found that women hold an influential position inside the house only. From childhood to puberty, women are supposed to be cultural sensitive and bound to live in the prescribed norms of her family. In nearly every household, the important decisions regarding family and career choosing is taken by males who are considered to be a bread winner.

Decisions about career of girls are somehow dependant on the father's and brother's instructions. Even the decision for marriage and the choice for spouse are also taken by the parents and girl's consent is not taken. The cultural characteristics associated with women are compromise, tolerance, and obedience. Right from childhood, girls are given certain responsibilities and are trained to remain under the male dominance. The independent decision making for anything related to their selves are not fostered in the young girls. Researcher conducted 30 interviews of the girls and among them, only 11 girls have the right of their decision making and other 19 are ruled by their family decisions in career choosing.

Table# 03

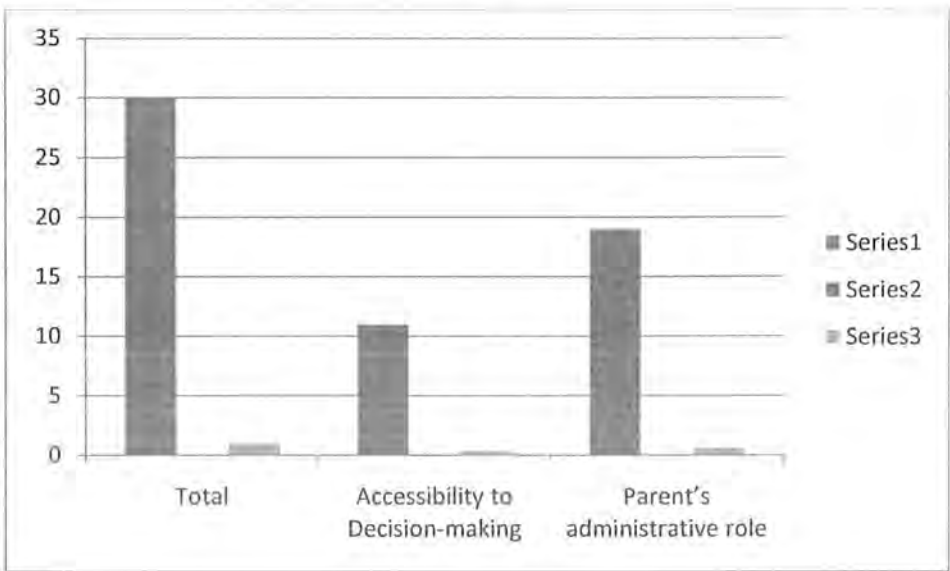
Cultural Sensitivity about females

Total	Parent's administrative role	Accessibility to Decision-making
30	19	11
100%	63.3%	36.6%

The above table shows that there were only 36.6% girls who actually choose their career according to their own will. And other 63.3% choose their career according to their parents will and determination. Moreover, people generally believe that female mobility should be restricted. This greatly affects their education in the first place and then their practical lives at later stage. Now the graphical presentation explains the concept clearly that is given below:

Graph# 02

Cultural sensitivity representation



According to the respondents whose parents played the administrative role in their lives, they have the vision that from childhood, girls have given this mindset that they are supposed to look after the house and perform the daily household chore; they are not given the concept that they have to work hard in order to stand in future. This adversely affects their career aspirations from the very start of their lives.

4.2 Hurdles for Women in working environment

Inequity and discrimination against women in the place of work has appeared as a rising universal fact, according to a worldwide investigation into inequality. The International Labor Organization (ILO) released a statement into inequity and unfairness which found that women

were by far the world's largest neglected workplace cluster²⁰. Women had growing employment chances but governments and industry looked-for to act to eradicate biasness and discrimination.

Here in Pakistan, the situation of working women is not satisfactory. Even the Police ladies working in police department are not safe. Their superiors in the department keep hawkish eyes over them.

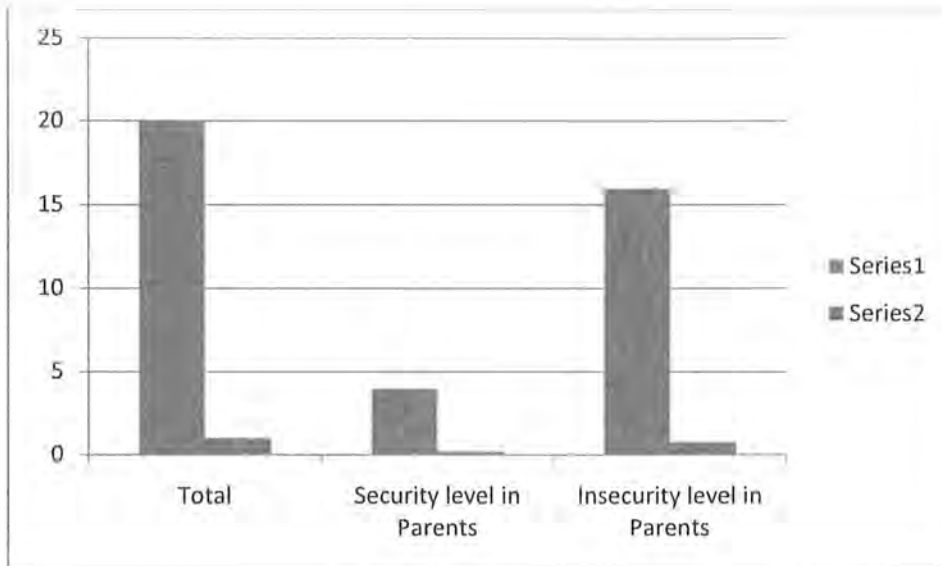
4.3 Insecurity/ Vulnerability of females

Structure and extent of safety and uncertainty vary by region and differ by gender and femininity. Parents repeatedly stress the nervousness and panic behavior they experience in their lives regarding young girls. They have the view that females are not as much secure as males are. That is why they have the more opportunities of career choosing and stepping forward in this male dominant society. They express safety as strength and continuity of living, certainty of relations, feeling secure and belonging to a societal group and all these factors played always the fabulous role while in the career aspirations of male as compared to females. According to the parents, women are vulnerable to abuse and they feel very insecure while their girls are in favor of choosing those professions which are considered to be meant for only male members of the society. They have the vision that some stigmas are related to the insecurity factors for females like male dominancy, vulnerable to use, illiteracy, organization rapport, misuse within the organizations, societal perceptions about certain career for girls, family limitations and expectations and the physical appearances. These all factors push parents to choose career of their girls according to their will and understanding. There are 15 parents, which have the opinion that they feel insecure of their girls choosing wrong profession. And on the other hand, other parent's have the opinion that girls also have the equal right to go for their preferred profession in their career building.

²⁰ Paul Robinson; May 14th, 2003, <http://www.theafe.com>

Graph# 03

Insecurity/ Vulnerability of females



The above graphical presentation shows that, out of total percentage, only 20% parents feels secure and mentally satisfied while in favor of their daughters choosing their profession and 80% parents have fear from their experience that girls are vulnerable and very easy excess for people to manipulate them. Some other reasons are also attached to this insecurity of parents as certain incidents which took place in the near past have had a severe adverse effect on the careers and career aspirations of the female youth. An incident which took place nearly one year ago that young female teacher of a private school eloped with the principal of same school. They ran away to another city where they got married. This made the parents and other family members utterly enraged, not only because the girl eloped and married without her family's consent but also because the girl was from *Syed* family whereas the boy was from *teli* family which is considered to be lower caste in Pakistan society. It is basically an indigenous law that the *Syed* girl is never married to an outcaste lower class. It is considered as an insult of the prestigious *Syed* community. The above case study was dig out by researcher through in-depth interview from a young girl who was teaching in nearby school of the community. These all type of past

incidents makes parents very curious and dissatisfaction. That is why they make all the decisions by their selves.

4.4 Female responsibility as house-wife

This section will explain the situation of women context in Pakistani society and will draw that despite legal protections from the constitutions of Pakistan and International Human Rights Systems Obligations, the State and Society in Pakistan which have failed to ensure women privileges in host of social and institutional contexts.

In Pakistan, the story of women’s disposessions starts even before her origin, because the girl-child is not a mostly ‘wanted’ child. Her life is a journey of subordination.

After marriage, females are supposed to be good housewives and they have to maintain the values and norms within the premises of house. The parents were in favor of the opinion that their daughters continue their future as good housewives rather than the parents who want to saw their daughters as good professional ladies as well as the good and competitive housewives. According to the first school of thought, parents who were not willing to give permission to their daughters to go for secure and professional career were actually confused and feel insecure due to the ongoing condition and circumstances of the society. And on the other hand, the parents who support their daughters to choose professional career as well as maintain their state of superior housewives have the attitude that, if in future, they faced family problems and want to contribute to settle down their family issues then at least they have some courage and confidence to take the steps for easy going future of their and their families.

Table# 04

Female responsibility as house-wife

Total	Parental opinion as Professional ladies	Parental opinion as Housewife
20	07	13
100%	35%	65%

The above table shows that there is the percentage of total 65% of parents who want to see their daughters as housewives and they were quite satisfied with their opinion. And the parents who want their as good professional ladies with attitude of proving to be good housewives have the percentage of 35%. They have the opinion that male and female both have equal rights to prosper in their lives and enjoy the same status as mentioned in Islam. Allah formed men and women to construct life collectively and to complete one another all lasting. Hence, Islam opened the door to women to wade through all the domains of struggle in life side by side with men, supporting each other, helping, and completing one another.

4.5 Honor

Honor is the theoretical concept involving a perceived quality of value and morality that affects both the social position and the self-evaluation of human being or shared body such as a relatives, education, company or state. Accordingly, individuals (or corporate bodies) are giving worth and importance based on the agreement of their actions with a specific code of honor, and the ethical code of the society at large. Honor is burdened word and has various solid meanings. But, usually it means how an individual carries a society's respected standards and morals. It is a notion that includes traits leading to representative capital of a person, relations or group, e.g. to respect, self-esteem, value, self-respect, position, status, class etc.

Honor is a primal system of behavior that defines the responsibilities of human being within a societal cluster. In an honor-based culture "a person is what he or she is in the eyes of other community". The rules of honor differs from a lawful code, also culturally defined and concerned with honesty, in that honor is implicit rather than explicit and objectified. Honor can also be well-known from self-esteem, which is exact against an individual's ethics, rather than against the decision of a society.

The apparent disgrace and dishonor is normally the result of one of the following behaviors, or the misgiving of such behaviors: dressing in a way intolerable to the family or society, wanting to end or stop an arranged matrimony or desiring to marry by own selection, especially if to a member of a social group deemed unsuitable, appealing in heterosexual acts outside marriage and engaging in homosexual behaviors. Various sociologists and anthropologists have differentiates cultures of honor with cultures of law. In a culture of law, there is a body of rules

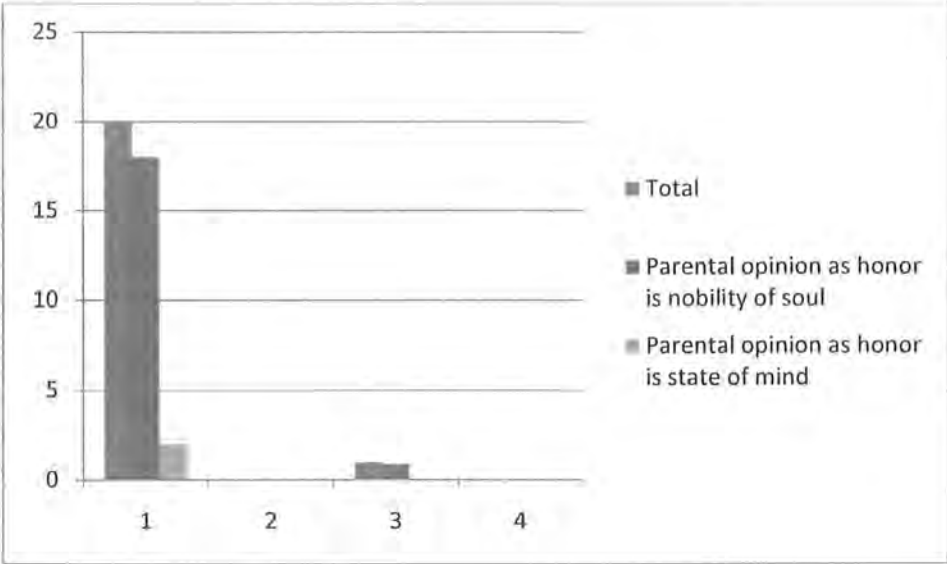
which must be followed by all, with punishment for transgressors. This requires a society with an arrangement required to enact and implement laws.

The level of expectations that the family links with human being acts as both a optimistic and pessimistic factor towards choosing the career of females. At one end, it may acts as a motivation while at the other; it may act as a pressure just because of honor factor attached to the females.

The parents have the belief that honor is something highly preferred in this eastern society. Honor of the family is entirely directed towards the honor of females. From the birth of girl, the society treats females as their sub-ordinate and tries to misuse them. So for this reason parents are always at the insecure end regarding their young daughters. They said that the problem with honor today is not only that there is much dishonorable behavior from the society especially in case of women, but people are confused about honor, about what it is and what it is not. In the whole scenario, there are actually two opinions. The parents who have liberal thoughts about their young daughters and they want that their daughters also get equal chances for fittest survival in future and other school of thought are those parents who have the view that females are bound to work in the boundaries of home. They didn't support the earning concept of females. But the most interesting fact through research comes out that both schools of thought have the same views about honor and they feel insecure. They believe in purity of soul of women. During research, two cases were also found that supports the idea of modernism. They have the view that honor doesn't exist. It is actually the state of mind either killing for honor gives you satisfaction of mind or ego is more important than the relations exist between human being.

Graph# 04

Honor



Graphical representation above shows that 90% parents have the same views about honor and supports the purity of soul. Other 10% parents have the view that honor is nothing but just the state of mind and satisfaction. They were in favor of personal integrity and give more importance to the relation rather than Ego. They have the view that all the issues related to honor is handled with the help of law and regulation.

4.6 Impact of Male Career on Female Career Aspirations

Women have more and more become concerned in the workforce following World War II. Paid service of women has changed from mainly traditional female-oriented occupation to more non-traditional and formerly male-oriented careers. Women’s contribution in the labor force has lead to the study of career ambitions of women. Career objectives are inclined by reasons such as gender, socio-economic condition, race, parent’s profession and education level, and parental expectations. Even it is the fact that comes out after research that career aspirations of the males have been influencing the female counterparts quite significantly. The struggle for better careers among the boys has increased the trend of educating the girls, as compared to the situation in the past when school and the worldly education were chosen for the boys. Girls were given only the

religious education and even that wasn't very common. Today parents at least want a graduate girl for their son. In such situation, where the boy is not very educated, a girl who is slightly literate is preferred i.e. one who can read and write. Hence an increase in career aspirations among the males has promoted educational aspirations among the girls as well.

If in those cases, where the boys are not well educated and do not practice well reputed careers such as plumbers, electrician, or wage laborers etc, here, the girls are convinced by the parents as well as the society to surrender their wishes, so that a compatible match can be easily sought out but if the girls are not much educated but on the other hand, the boy is at least a graduate, his parents never afford an illiterate girl for their graduate son. This is the huge gap where only the girl will suffer in both cases, if she is well educated, she has to surrender for her parents wish and if she is illiterate, then her future regarding her marriage is completely shady. This adversely affects her educational and career plans, rather puts an end to these. The girl is then forced to kill her desires so that she is not more educated than her soul mate. And according to the local beliefs, this way she made to refrain from considering herself superior than her husband.

There is another finding regarding career influence was that mostly the girls were willing to join those professions which were totally male dominated such as Air Force, Army, Intelligence bureau, pilots and at some extent Police as well but first and the most hindrance they always have to face that was their parents choice and other elder family decisions not to join such professions, because some perceptions from the past are still attached that these professions that these professions are just made for males. These above all professions need power of will and supreme level of struggle.

Table# 05

Impact of male career on females career aspirations

Young Girls	Professional Preferences	No. of Respondents to Join different Professions	Parental Permission	
			Yes	No
30	Air Force	06	04	02
	Army	10	07	03
	Intelligence Bureau (I.B)	04	02	02
	Police	02	00	02
	Doctor	03	03	00
	Teaching	03	03	00
	Others	02	01	01
Total		30	20	10

The above table shows that there were 06 respondents who want to join Air force profession. Among them, 02 respondents were those who were not permitted by their parents to join Air force. In the same way, there were 10 female respondents, who want to join Army. Between them, 03 respondents were those who were not permitted by their family members as 02 girls belong from Syed family and 01 from Pathan family. Then there were 04 respondents who have the career aspirations to join Intelligence Bureau. Among them there were 02 respondents who were not permitted by their parents to join IB as they have the belief that intelligence is something beyond women power of mind. Then there is profession called Police which were selected by 02 respondents as their career aspiration. But their parents are totally against to join this profession as it is absolutely male dominated and the repute attached to this profession by the society where they lived is very obnoxious. But after interviewing parents during research, some parents have point of view that they give permission to their daughters to join this profession, if they selected at least at the position of Assistant Sub-Inspector. Otherwise at lower ranks, young girls get abused due to under pressure by their senior police officers.

Then there were 03 respondents who have the career aspiration to be Doctor. There was no restriction by their parents to join this profession as it is considered as safe and respected profession. Then there were 03 respondents who want to join teaching profession. After research, surprisingly it comes in the noticed of researcher that more than 90 % parents were in favor of teaching for their daughters as they have the belief that this profession is the most secure profession rather than any other occupation but if their daughters willingly go for teaching. After that there come the professions like Sports player and Modeling. Among them, the girl who has desires to join Modeling profession, parents were against as they have the belief that this profession is not meant for middle class families.

4.7 Lack of Decision Making Power

Survival of means for men and women to advantage equally from chances and opportunities existing in the society comprises the basis of gender equality. The insufficient depiction of women in decision-making mechanisms does not only make it unfeasible for freedom and democracy to operate in a way suitable to its connotation, but also brings up the difficulty of gender disparity concerning to “contribution in supervision”, which is a human right.

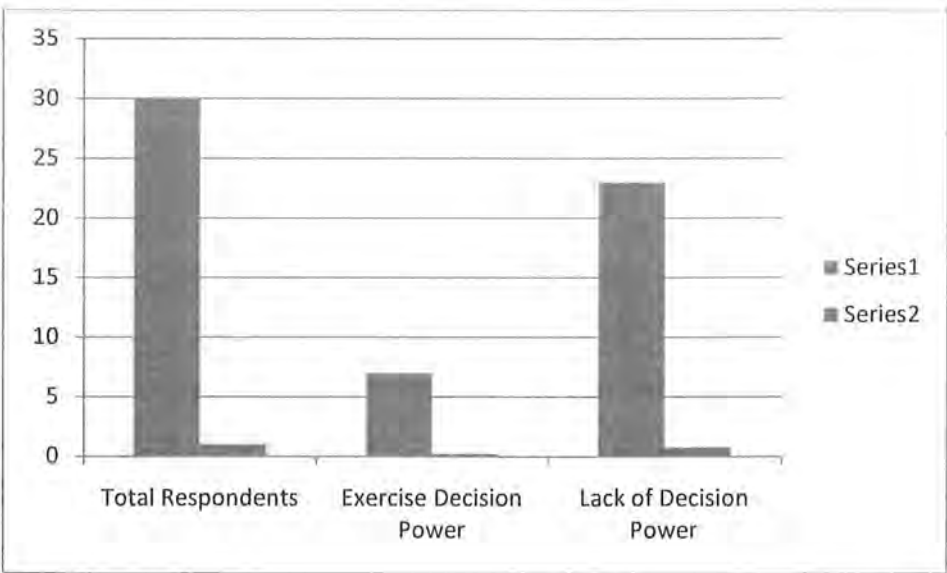
The preliminary point of efforts aimed at ensuring sameness and equality between men and women is taking steps to make certain the equal contribution of women in authority and decision-making processes. Attaining this is also significant for the self-governing representation and for the democratic procedure. Steps taken towards attaining equal opportunity between women and men in authority and decision-making processes will also cover the way for the formulation of more successful solutions for the difficulties and requirements of women. The word positive discrimination appeared for the first time on the international agenda in the 1970s. It aims to reduce existing disparities in the social, political and economic areas, knowing that these areas are usually subjugated by men, and that women's disappointment to fully participate, also in service, is a significant failure in terms of both efficiency and acquiring authority. Supervision is an action that requires the joint offerings and collaboration of all individuals. Women's encouragement to leadership positions in public management is quite important for femininity mainstreaming. That women's awareness, talent and sensitivities are not correctly reflected at executive levels obstructs reaching sustainable growth in all fields of life. Women

should be favored for a support and promotion to an administration position, when having the same traits, is one of the key factors for the growth and progress of women.

Girls from their birth are considered to be the puppets of society, where men are there to rule and make all the decisions regarding all their issues. In every relation, males are dominated and do all the decisions about their females e.g. before marriage of the girl, all decisions are made by her father or brother either she is going to educate or remain illiterate. After puberty, she does not have any right to even speak about her life partner. All the decisions about her marriage are taken by parents. And after marriage, her husband is there to make all the decisions regarding her every aspect of life. So from birth to death, all the decisions are being made by the male members.

Graph# 05

Lack of decision power



The above graphical representation shows that there were 30 respondents which were interviewed and from those respondents, 07 girls which just make the total percentage of 23.3% have the right to choose their career according to their will and enjoy their decision making

ability. Otherwise, there is big gap between using their decision power in case of girls. And there were 23 girls with the percentage of 76.6% who lack decision making power and all the decisions are taken by their parents especially regarding their career choosing. It is indeed a fact that decision making between girls vary from family to family. Some castes are considered very liberal and open minded, they give permission to their offspring to exercise their power of decision-making but the families like *Syed* and *Pathan* families, their concept and norms are different. *Syed's* treat their daughters very cautiously and vigilantly. They have the belief that women should look respectful when they are within the boundaries of their houses. The indigenous term used by *Syed's* is "*ghar ke zeenat*". So there are actually two schools of thought. Both have the contradiction while exercising the decision making power. But for strengthening of the society, equality is needed in both sexes. Girls also have the basic right in decision-making at least while exercising their own issues because decision-making increases the confidence and give strength to face problems more courageously and daringly.

4.8 Parental Opinions

Approximately, 90% parents said that they are ready to surrender their desires for their children careers, only on the condition that the career choice of their children does not bring any harm to the name of the family. The remaining 10% parents are of the view that they can better decide for their kid's future, as they are more experienced and that the children lack the supremacy of wisdom to decide for themselves and also it is the foremost duty of parents to guide their offspring towards betterment and warn them against what is good and what is harmful for them.

Mostly in cases, parents are more inclined and concerned about their son's career rather than their daughters. Although, 91% parents said that they are equally concerned about the careers of their offspring either in case of their daughters or their son's. Both the sexes are equally and uniformly treated. The other 09% parents have the opinion that the girls are just responsible for running and look after the houses; therefore, it is more important for them to learn what would benefit them in the future and that's a career is not playing any incredible role in any girl's life. As they say "*Jo bhe ker lein, baad mein tu panday he dhonay hein na iss na*", "No matter whatever she does, at the end, she has to wash the dishes and all that type of stuff and responsible for kitchen".

At large, fathers are more desirous about the career aspirations of their children than the mothers. Although both plays significant role in the lives of their offspring, but regarding career of their children, fathers are more curious and worried. In research, almost parents said that it is a sensible decision from wise parents to invest in higher education and specialization of their children studies, yet not everyone follows the mentioned statement because there is also the concept exist with this above statement that investment in higher education as well as the effort that one puts in, takes a lot of time to yield its output. The results are not quick, so it is better to start some own business than to spend so many consecutive years on education.

Generally, parents want more suitable careers for boys because they are supposed to support the family financially. For girls, 92% parents said that if things were favorable and they were given the chance, they would like their daughters to choose teaching profession. In short 89% parents are in favor of education department because they have belief that this department is more safe and future secure career for girls specially. Only 11% parents want a highly skilled career for their daughters such as professions like doctor, engineer, or high ranked official post which is respectable and safe. Basically these parents belong from high socio-economic class strata. Some parents are also against that girls should not be allowed for jobs which are far away from their homes. The reason is that girls are insecure whenever they are away from homes and is a greater chance for them to lose their values when not being supervised by their elders, especially when they are financially independent. Parents also have the view that even if they send their daughters to work at another place, they might be targeted with the taunts of relatives and other society members even they being might be targeted with the notion that father has sent his young daughter away from home, in order to earn for the family which is actually his responsibility. However, a girl is allowed to work at a nearby place on the condition that she returns home before evening and the availability of transport at her convenience. Parents said that they usually did not allow their girls to places where they have to travel on foot a long way alone. Especially, if it was on the daily basis, because it is totally unsafe for girl as she might be harmed by any stranger on the way.

As far as education purpose is concerned, mostly parents said that they did not have any problem for their daughters to move from house to school. It is the basic right for every girl to be educated and take part in the prosperity of society. Actually, G-7 is the area where mostly all the

families belong to an educated class. Mostly parents except exceptional cases allow their daughters for education and job purposes but they are strict towards their behavior as they think that this is their duty to inform them about all the conditions and circumstances they had to face.

4.9 Religious Convictions determining Career Aspirations

In almost every society, religious beliefs as well as norms play a certain and somewhat significant role in determining the career choice of the individuals.

The foremost belief among uneducated people prevalent in the Eastern society in many small communities is that 'according to Islamic injunctions, a woman is supposed to stay inside the house and perform her duties within the premises of the house. Whereas, the man is responsible for going out and earns a better livelihood for the family'. However, the woman in certain cases is permitted to leave home for work; even then she must avoid it to the best possible extent.

In this context, as the renowned religious scholar "*Maulana Maudoodi*", in his book "*The Islamic law and Constitution*²¹" states that:

Men and women are allocated different responsibilities and in the system of nature, males are the active partner and the females are passive, The activity is superior to passivity and this superiority is not due to any merit in masculinity as opposed to any demerit in femininity. It is all about possessing natural qualities of dominance, power and authority.

He suggested that the right type of education for a woman is the one which prepares her to become a good wife, a good mother, and a good housekeeper. Quranic point of view about women and work is that both men and women are equivalent and same, but also, as in 4:34 that:

²¹ Maulana Maudoodi; The Islamic Law and Constitution in 1941

"Men are the protectors and maintainers of women, because Allah has made one of them to excel the other, and because they spend from their means. Therefore the righteous women are devoutly obedient and guard in the husband's absence what Allah orders them to guard."

The *Quran* states two major visions on the role and function of women. It both emphasis on the fairness of women and men before God in terms of their religious duties i.e. faith on God and his messenger, praying, fasting, paying *zakat* (charity), making *hajj* (pilgrimage to Mecca/ Medina) and places them "under" the care of men i.e. men are financially responsible for their wives. In one place it states:

"Men are the maintainers and guardian of women, because Allah hath made the one of them to excel the other, and because they spend of their property for the support of women."

The *Quran* explains that men and women are equivalent and equal in creation and in the afterlife, but not identical. *Surah An-Nisa*, 4:1 states that:

Men and women are created from a single soul (Nafs-Wahidah).

So in Islam, women also have the equal rights like men have. Women are not just created for the purpose of men. They are not required to like men, but if they want to make a job for supporting their family, then there is not any prohibition. But the thing is that people interpret *Quranic verses* very differently. According to them, Islam is against for the working of women. And that's why; they did not allow women to have thoughts about their career. They are even deprived from their basic aspirations. In Islam, women have no obligation to work and earn a living. Whether as a daughter, a sister, a wife, or a mother, it is a man's duty to provide for her. But if circumstances are such that she has to work, there is no problem as long as she guards her modesty.

Table# 06

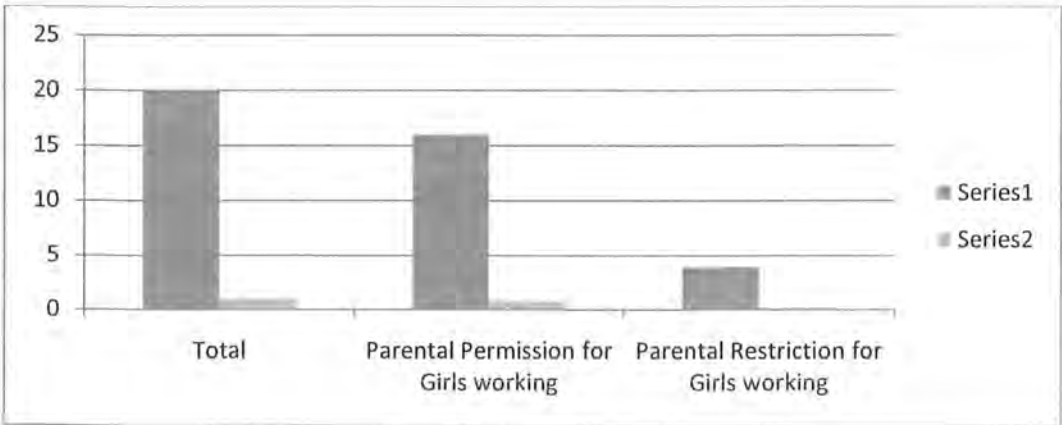
Religious convictions determining career aspirations

Total	Parental Restriction for Girls working	Parental Permission for Girls working
20	04	16
100%	20%	80%

The above table shows that out of 20 parents, there were 16 parents who were in favor of working of their of girls and they have the view that in Islam, there is not any restriction for women to work. But on the other hand, researcher also found 04 parents who totally opposed the idea of working of women. They were not in favor of working ladies. They have the view that men are all and all responsible for earning of family not women. And Islam also is also against the working of women. But here I want to quote an example of our beloved Prophet *Muhammad* (PBUH) wife *Hazrat Khadija* (AS), she had her own business. And if the women cover their body parts completely then there's nothing wrong with women working.

Graph# 06

Religious convictions Representation



The above graphical presentation is the explanation of two schools of thought. One school of thought is those parents who were in favor of working of women and the other school of thought were those parents who were of the view that Islam is totally against the working of women. Actually G-7 Islamabad locale is totally urban area. Here the status belongs to upper class and has some liberal ideas and thoughts about working perspective and other issues related to girls. But if we go towards the lower or middle class, the working idea for women doesn't match.

4.10 Gender Differences

Nature has always kept a sense of balance in the objects of this earth in order to decorate it with an attractiveness and pleasant appearance, and so it shaped a balancing aspect for each and every entity. These balancing aspects differ in the ratio of the support they make available to their corresponding item. In the same background, men & women are considered as the supporting and helping counterpart for one another, but the main variance in this organized support is the term 'gender differentiation'.

Gender differentiation is actually dependent on gender stereotypes of a particular culture, i.e. taking into consideration, men physically muscular and strong and women as psychologically sensitive. It is because of the piece of information that the word 'gender' is often conflicted with the word 'sex'. Both the words are used as synonyms of one another in usual perspective, but there's a practical dissimilarity among both. 'Sex' is a genetic segregation of persons, classifying them as males and females, this dissimilarity of persons is same in all the societies, while 'gender' is a societal separation of persons which classifies them as 'masculine' and 'feminine'. This dissimilarity determines the functions and roles of persons in a particular culture. The role of persons in dissimilar cultures is totally separate and thus the responsibility of gender is changeable in accordance with the existing societal system and setup.

In nearly every society of the world, the system of the division of labor determines what type of aspirations regarding career, a man or woman may possess. In Pakistan, the phenomenon of career generally related to the male members of the society and its importance is emphasized more for males than females. Although, 92 % people have the view that career and its planning

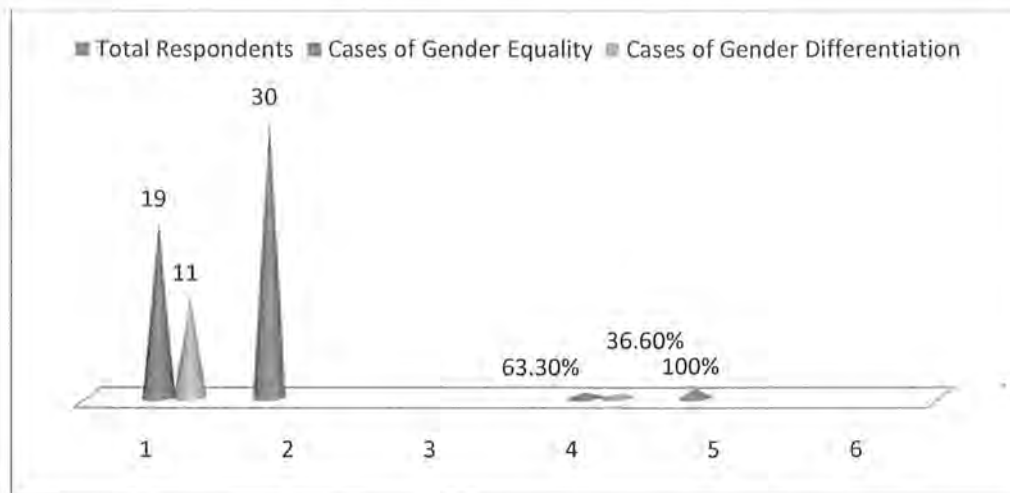
should be equally emphasized among males and females, but it is the bitter truth that this 92 % people not fully support the concept of equality of career aspirations among men and women. Mostly in communities of Pakistan, especially in poor and middle class, males are considered as the productive members of the family and the bread winner and the career for female is to “master herself at the skill of cooking for the family and looking after the house and rearing the children”. Career aspirations are treated different for both the sexes.

The respondents are of the view that a society where there is no division of labor across gender lines, is bound to face disintegration. Nature has bestowed certain qualities to both male and female which are of different character. But it is totally mistaken that specific careers are just associated with men only and on the other hand women are even underprivileged from those entire career where males are dominated.

Gender powers the actions and inclination across the diversity of notions. The procedure of deciding a career is multifaceted and self-motivated. One way that nation may construct career decisions is by evaluating the apparent fit in shape between themselves and the career specialty (e.g. personality career fit). This intellect of personal fit has been revealed to be significant for equally men and women. However, awareness of fit may be reliant on an amount of societal features, such as either an exacting specialty is usually “male” or “female.” Uniqueness related with these specialties may also be weighted as more or less significant relied on the student’s own gender. Joining of career also depends on the feature of interdependence, e.g. women are interdependent on men. This self-construal as either self-determining or interdependent may shape the foundation for their cognitions, inspirations, and sentiments²².

²² Cross, S. E., & Madson, L. (1997). Models of the Self: Self-construal’s and gender. *Psychological Bulletin*, 122, 5-37

Graph# 07
Gender Differences



The above graphical representation shows that there were 19 cases, which have the authority to deal with the things related to their entire career aspirations and line of business. But with that on the other hand, there were 11 cases with percentage of 36.6%, which were facing the problems of gender differentiation and gender discrimination. They have the view that at governmental level, there should be some check and balance to stop this gender discrimination factor as to promote the youth without any differentiation on the basis of sex.

4.11 Class Differences

"A child's future to be largely determined by social status, not brains"²³.

Class differentiation is financial or civilizing preparations of groups in civilization. Class is an important thing of investigation and psychoanalysis for, anthropologists and social scientist. In the social sciences, societal class is often described in expressions of 'social stratification'. In the modern background, stratification characteristically consists of three layers: upper class, middle class, and lower class. Each class may further subdivided into smaller classes e.g. occupational. The mainly fundamental class distinction and division is between the powerful and the powerless.

²³ Richard De Lone: Carnegie study; Small Futures: Children, Inequality and the limits of Liberal Reforms, 1979

Figure# 03

Class Differences



Classes often have a diverse existence that highlights their position. Each class has unique and distinctive characteristics.

Marxist notion of class engages a collective cluster of persons that share alike financial and societal relations relative to one another in culture. A class is a cluster with inherent tendencies and benefits that are dissimilar from, and may be opposite to the benefits of additional groups in culture. For example, it is in the laborer's best concern to maximize salaries and profits and in the capitalist's best concern to maximize earnings at the cost of such, leading to an opposition within the capitalist structure, even if the laborers and capitalists themselves are unconscious of these class dichotomies.

In general terms, the amount of property and land that one possesses determines one's economic status and authority. There one's wealth is depicted by the type of house one lives in, the standard of lifestyles he practices as well as the worth of the one's household furniture and other such material items. Land has played the significant role as well to tell who is more financially strong.

Higher Education has become impossible for a lower and middle class families living in Pakistan.

4.11.1 Lower Class Strata

Lower class or working class is a notion used in social disciplines to explain those working in lower ranked occupations (as measured by skill, education and lower incomes), often extending those in joblessness or else having below-average earnings.

Inferior class is explained and used in numerous different ways. When used non-academically, it typically refers to a section of society dependent on physical labor, especially when rewarded with an hourly wages.

The situation of the lower economic groups is that the youth is under the feelings of deprivation, due to which they are faced with numerous psychological barriers in their career aspirations towards the goal. They lack higher education due to the acute dearth of economic resources. They are compelled to begin their labor from an early age, which prevents them from thinking or planning for a career or a future.

There were 30 respondents, out of which 02 respondents belong from lower class having with the income of only 15 thousand per month. They have the view that their parents afford their education with very difficult circumstances. They are even deprived from their basic necessities. They want to study further but after completing their Intermediate exams, their parents would not help them anymore in their studies.

Figure# 04

Lower Class Strata



The above Graphical cycle of Poverty shows that youth from lower class segment of the society face the extreme social pressure as well as parental and other family members to support them. They have very limited resources for education and then on the basis of illiterate grade due to that limited resources, they have less opportunity. As they have fewer opportunities in future, their income can be very low. At the end, this class faces many problems and excessive pressure. They have to forget their career and start work to support their families.

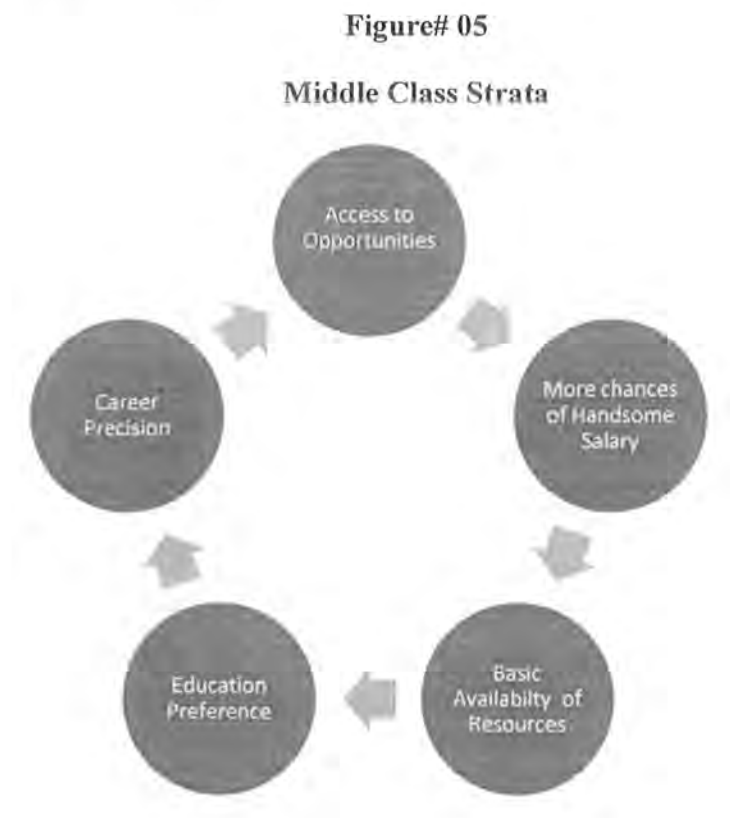
4.11.2 Middle Class Strata

Middle class is explain as in fact in the center positioned between the high and the inferior classes in term of earnings, education, prosperity, healthiness, marital status and homeownership. They share the class individuality but live different lives. In important ways, members of the middle class are different not only from the upper or lower classes but also from each other. They are complex mix of attitudes, behavior, reacting things differently, and experiences.

Comparatively high ratio of career aspirations was noted among this group. With the help of research and the literature available on this, it come into notice that in middle class, early

marriages are more common in this stratum which acts as a barrier to higher education and careers of young female. The belief and restrictions related to female mobility are followed with the most strictness in this group, in comparison to the lower and higher income groups. But it is the fact; middle class girls are more ambitious towards their career rather than lower class girls as they have more chances of availability of basic needs and necessities easily as compared to lower class youth.

In research, out of 30 respondents, there were 20 girls who belong from the middle class strata. According to them, they have all the basic necessities of life as compared to lower class. Their families can afford all the expenses they have and they get whatever they wished to. In my point of view, there is a big difference in middle class of Islamabad and the middle class in other small cities of Pakistan. Somehow, middle class of Islamabad can be considered in upper class as their families are economically strong.



The above graphical representational cycles show that middle class youth have more availability of resources and their parents give more preference to their children on education. As compared

to lower class youth, middle class youth defined their career on time and choose exact careers according to their will and circumstances. With the help of precision in their careers, they have more chances of good opportunities to get and earn the handsome salary in different fields of life.

4.11.3 Upper Class Strata

Social classes having the great part of power are usually known as "the elites" within their own cultures. It submits to the special or honored crowd that possessed significant authority within its area of influence. Keeping in view the context, this authority and power might be material, spiritual, academic or economic. In social Science, elite is the small size of crowd that is governing within a large public, having the honored position apparent as being envied by others of a lower status of order.

The largest number of career aspirants was recorded in this stratum. Both males and females are far more concerned about their bright future than those of the lower and middle class. Youth from this stratum are more confident, far more aware about the conditions as well as the changes taking place within it with the passage of time. They have better and more frequent access to other places for education. Parents of such families are equally aspirant about the careers of their children especially females given more importance with reference to their education and careers. They don't face any type of problems as the families belong from elite status and are broad minded. They can easily move from one place to the other even from one country to the other for higher education as the families are always there to support them and finance them. The girls who belong from this place didn't face any problems and are blessed with all the luxuries of life.

There were 8 respondents which were interviewed by researcher in field who belong from elite class. Most of them were the daughters of landlords and businessmen who were at their free hands regarding their studies and other matters. According to them, their parents push them willingly in all fields of life. After completing their studies, they got the very sure chances for good jobs as they have good terms.

Figure# 06
Upper Class Strata



The above graphical cycle of elite class shows that the youth who belong from upper class don't have problems in career aspirations. They can do easily they dreamed for. They have excess of resources; they got admissions in reputable colleges and universities through which they got more opportunities with confidence and self strength. Before completing their education, most of them are sure about their jobs or join business with their parents. Youth from this group of the society is not only better in education perspectives but also hold good positions in other activities of life on the basis of their power confidence through their parents.

4.12 Ethnic Differences and Career Aspirations

An ethnic group (or ethnicity) is a cluster of citizens whose members recognize with one another, through a familiar heritage, often consisting of a same language, a same culture (often including a shared religion and the views) or an philosophy that stresses same ancestry or endogamy. It is an extremely biologically self-perpetuating cluster sharing the concern in a native soil linked

with a precise geographical region, a same tongue and civilization, including same food patterns and preferences, and the same holy and religious belief".

There exist variations in career aspirations among different ethnic groups. Similarly, in Sitara Market G-7, there are many families who belong to different ethnic groups. In those ethnic groups, *Rajput* and *Chaudhary* (castes name in Pakistan) have the highest level of aspirations regarding career. The girls from these ethnic groups aspire to join army, lawyers, fashion industry, Doctors, engineers, and intelligence bureau. Those who were better off, influential and possesses greater awareness about the career even aspire to become the complete professionals. These girl's parents have sufficient resources to move from one city to the other for better education and refined career.

Chapter No. 05
Career Aspirations and Police

Chapter No. 05

Career Aspirations and Police

5.1 Introduction

This chapter deals with the career aspirations and the collection of desires, motivations and behavioral goal to achieve to which persons communicative with respect to diverse career fields and the perception related to police as career that how society take this field as profession.

Career is defined as person's path or growth through existence or a distinct segment of life. The etymology of the word comes from the French speech "*carriere*" in 16 c. which means the straight road or racecourse, which, in turn, comes from the Latin word "*cararia*" which means "*wagon*". It is the general course or progression of one's working life or one's professional achievements.

An aspiration is defined as the strong desire, longing and aim one want to achieve. It is the goal or the objective desired. Aspiration is the combination of two words i.e. ambition and hope. Ambition is the longing and wants for personal growth and development. It makes available the inspiration and strength of mind necessary to attain an exacting end or circumstances. Ambitious people are differentiated by their sturdy longing for achievement, authority, or dominancy.

Nearly every individual, while passing from childhood to adulthood, possesses plans or longings to achieve a certain position in life, not only to secure the future life but also in order to satisfy one's self conscience with the fact that the life is put to the best possible use. These desires and intentions have been named as career aspirations. It determined while keeping in view one's strengths and weaknesses. It is pretty natural fact that a person would go for a career in such a field, for which he has the aptitude and where he thinks that his successful ratio is expected to be the maximum as compared to other career arenas for which he slightly lack the required criteria or abilities. A child with the good artistic qualities is likely to aspire for a career in a field which is somewhat relevant to artistry. And there he would be able to do his best. Contrary to this, if he lands into law or medicine, he would not only be dissatisfied but also deficient somehow or the

other. That is why, discovering, polishing and making the child aware of his inherent abilities, is a prime responsibility of the parents.

Career aspirations represent a type of mental self selection. Moreover, achievements of the desired career path is generally termed as success and this depends on how much one adheres to one's social norms, principles and what sort of goals one sets up for himself. If they lie in accordance to those which are socially recognized, the person is likely to be viewed as successful. This is because, the person doesn't need to borrow these from elsewhere and remain what actually is. Relying on one's own principles and abilities is perhaps the best way to reach one's destination. The accomplishment of one's desires to achieve the careers or paths which are idealized by the society is usually referred as success. However, success lies in creating one's own individuality. This aspect of being successful is completely ignored in most of the cases that we encounter. The mindsets generally persuade to imitate those successful people around, eventually most of fail even to be one self. That is the reason why youth remains confused about which way to take and how to keep steady in order to reach target. Perhaps it is part of human nature that other's success in a particular field fascinates more to take the same path. Or it has become a social norm in the society. Others believe that there are many ways to succeed.

5.2 General Perceptions about Career

The native perception about career and its importance, somewhat varies across the people of the city. People have different perceptions and expectations from career as it is considered to be one of the purest paths to achieve the goals and destination. Variations are present in mental cognition of people that everyone treats career aspirations in different perspective. As general perception revolves around the people of G-7 *Sitara* Market which is situated in between the city of Islamabad, but even the general perceptions vary among the people of the village and the city. But as locale was G-7, researcher is going to discuss the general perceptions of the people living near and around the *Sitara* Market. The simple size of the general perception of the people was 30. So this figure on the basis of research finding divided into 3 categories. According to 1st category, career is source of earning a livelihood. It is a path which a person opts in order to earn money to spend a flexible and easy life. People who thinks that career is for money earning, they

mostly belongs from very middle class background. Their basic motive is to start their good career for joining any good organization and earn the handsome salary from that career. 2nd category of the people has the views that career is a source of earning prestige, respect and honor for oneself and one’s family. Actually this class belongs to elite class. They have high demands and aspirations linked to their career. They feel alive with their career aspirations. They do not emphasize the monetary aspects of career. 3rd category belongs to the people who have the belief that career is like a path which people chooses according to their mental satisfaction, own interests, keeping in view personal abilities, potentials and material resources available to oneself. The emphasis is laid on the fact that the career aspirations depends on fate. It has a lot to do with what a person achieves and what he fails to achieve. How much one strives to get his goal and to what extent these efforts are fruitful.

Table# 07

General perceptions about Career

Total	Career of people as source of Prestige	Career of people as source of Mental Satisfaction	Career of people as source of Money
30	16	09	05
100%	53.3%	30%	16.6%

The above table shows that there were total 30 respondents, out of which there were three schools of thought. According to 1st school of thought, 16.6% people have the view that career is source of earning money. They give preference to their career just to earn money. After that 2nd school of thought with the percentage of 53.3% has the view that career is source of prestige and

honor for oneself when the individual achieves the status through career aspiration. Then there is the 3rd school of thought with the percentage of 30% have the belief that career is the source of mental satisfaction. Mental satisfaction is blessing when someone achieves his career aspirations according to one's desires and wish.

5.3 Inherited Career V/s Opted Career

In the society like Pakistan, some careers are inherited like the best example right now exist in society is the family of a Politician or any bureaucrats. The son of the politician becomes the politician. His career is inherited from his father.

While defining career, a distinction is made between ascribed or inherited career which a person chooses for, by himself or obviously often times due to other environmental or socio-cultural factors. This may called as opted career. While inherited career is the one which a person inherits from parents or ancestors.

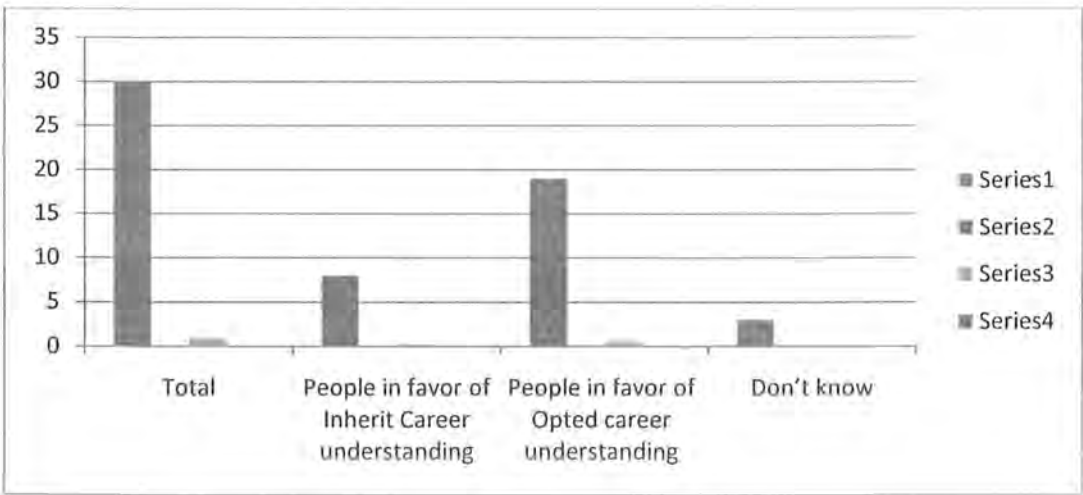
There are no hard or fast rules to which of these two career paths, a young man or woman may aspire to adopt. The son of a *Mochi* (Cobbler) may aspire to become a *Mochi* or he may choose any other occupation. Generally, there is no restriction for him, neither from the society nor from the parents or family. However, on the whole, whether a son would go for his father's profession/occupation depends on what the society thinks about his father's occupation. That is to say, the social status of the profession determines its continuity in the next generations. It was observed that if the father is lawyer or a businessman, the son had higher aspirations for building his career in that profession.

On the contrary, if the father is a *Darzi* (Tailor) or *Mochi* (Cobbler), there was a greater chance that the son did not have a strong desire for joining the same profession. He would prefer to opt for more respectable career for himself so as to enhance his social standing. For instance, he may aspire to become Dr. or army officer or photographer. But what happens to him that when the boy fails to get what he wants to, either due financial reasons or lack of interest in studies, he lands in the same professional strata as that of his father. Gradually, the temptation for achieving a better status is lost with time. Otherwise, if the boy succeeds to get up to his goals, he is like to bring prosperity to the family and earn a better status for himself and the generations to come.

Same is the case with the females, if the mother is school teacher or a Dr., then there is strong likelihood that the daughter would aspire to inherit her career. It may be a less chance that she would aspire to opt for some other careers which give her more comfortable life with style of honor and prestige.

Graph# 08

Inherited Career v/s Opted Career



The above graphical representational table shows that there were 30 respondents, out of which 08 respondents with the percentage of 26.6% were in favor of inherited career understanding. They have the view that in Pakistan, careers were inherited from their ancestors to their next generation. The people who are in power and are in a position to support their children have the strength to afford their children education even their children already got career in their inheritance. After that there were 19 people with the percentage of 63.3% were in favor of opted career understanding. They have the view that in 21st century, the children are smart and genius and got the power of freedom to choose their profession according to their own will and happiness. Their thoughts are not influenced by their parent's career or professions. On the contrary, there were 03 respondents with the percentage of 10% have no idea about career which is inherited or career which is opted. They have the view that parent's have the right to choose their children profession rather than children.

5.4 Career in Religious perspective

Religion is an anthology of cultural beliefs, faith and worldviews that institute symbols that narrate humankind to spirituality and, sometimes, to moral standards. Many religions have narratives, signs, traditions and holy histories that are proposed to give meaningful life or to define the origin of life or the universe. They tend to drive goodness, morals, religious principles or a favored lifestyle from their thoughts about the cosmos and human nature. The word religion is sometimes used interchangeably with faith or belief system, but religion differs from private belief in that it has a public aspect.

Religious beliefs also determine the do's and don'ts of life and traits of the society. In most societies of the world, help is sought from religious practitioners and scholars for various problems regarding daily life issues because people are so much concerned about their religion that they feel comfortable. Even in Eastern society, seeking advice from fortune tellers and *Pirs* is a common practice. Especially, when people get disappointed by repeated failure in their lives, then they are directed towards religion for help.

Similarly according to David Elkind, "In the domain of the religion, the problem of comprehension arises naturally to those who have accepted God, His scriptural representation and the sacrament of worship. Many young people often seek such comprehension on their own with the result that they become bewildered and disheartened by the failure of their efforts. Religion again provides a solution. Every religion contains a body of myth, legend and history which provides a means for comprehending God in his various aspects.

In almost every society, religious beliefs as well as norms play a certain and somewhat significant role in determining the career choice of the individuals. The foremost belief prevalent in society is that according to Islamic injunctions, a woman is supposed to stay inside and perform her duties within the premises of the house. Whereas the man is responsible for earning of his family. However, the woman in certain cases is permitted to leave home for work; even then she must avoid it to the best possible extent. According to societal perceptions, the right type of education for a woman is the one which prepared her to become a good wife, a good mother and a good housekeeper. With reference to career as means of earning one's livelihood, there is another aspect that needs to be taken under consideration, obviously with relevance to

the religious system. People seek their advice and guidance from religious leaders for the daily life problems as well as any other hardship they face as they have the belief that religion is only the path where they got their destination.

Graph# 09

Career in Religious perspectives



The above graphical representation shows that there were 30 societal perceptions which were discussed one by one. There were 21 respondents with the percentage of 70% who believe that religion has the indirect link with someone’s career aspirations at some stage of life. According to them, this is an Islamic state; here the thoughts of youth are influenced with religious beliefs of Islam. Nobody hide their selves or run away from these mannered and genuine norms of Islam. So that’s why career aspirations are also influenced with religious belief. Then there was another group of the 7 people with the percentage of 23.3% who believe that career aspirations were something related to mental satisfaction. There is no hard and fast rule to follow the entire career that are linked with someone religion. So career aspirations are totally free from religion. After that there were 2 respondents with the percentage of 6.6% who were totally blank. They

have the belief that it all depends on human being that whether they go for their career achievements or struck by the limitations of religion in any field of career starting.

5.5 Police profession as Career

A profession is a great trade-oriented set of skills that human being characters may incrementally learn in order to gather, make, or increase items that can be used in World of War-craft game play. Professions are both cultured and enhanced from a instructor. It can be learned regardless of their character group, ethnicity, or class.

It is that career aspiration which human beings tend to adopt and spent their life with style and luxury. Different professions have different demands by people to choose according to their aspirations either to provide them money or to prestige or mental satisfaction.

The speech police derived from Middle French *police*, in turn from Latin *politia*²⁴, which is the latinisation of the Greek *politeia* which means "citizenship, administration, civil polity"²⁵. In ancient Greece the term *polissoos*, referred to a being that was "guarding a city". This term comes from *polis* that means "I save, I keep".

When we are talking about Police as profession in Pakistan especially for females, people of the defined locale shows distrust, dishonesty, corruption, cruelty, insecurity for females, unkindness, disbelieve and lack of parental satisfaction. These all terms are related to Police as profession either I interviewed the parents of females or societal perceptions. Both have the weird perceptions and assumptions regarding Police as profession. These kinds of words are linked to this profession. Parents were not willing to choose their daughters, Police as a profession. They were of the view that first of all this profession is not meant for females to join. And if they give permission to their daughters on their will and strength of character then there is no surety that their daughters are safe there. Male members who are designated at the high posts, they are dominated on their female police juniors and they harassed them. This profession is male dominated and the future for their daughters is not secure here at all. But also there were few parents who says that if their daughters go for any suitable high post through CSS exam or

²⁴ Charlton T. Lewis, Charles Short, A Latin Dictionary on Perseus Digital Library

²⁵ Henry George Liddell, Robert Scott, A Greek English Lexicon, on Perseus Digital Library

qualify through different education basis then they don't have any problem that their daughters join Police as profession but only for the high ranked positions. Most of them were of the view that society perceptions about police here in Pakistan are just nothing but more than a bunch of corrupted people who join such a noble profession only to fulfill their desires and have to benefit to use power to defend their bad deeds in positive manner. This is all about the views regarding Police department. After that society views were also enough to describe any profession according to the current scenario of the country. Societal views were also not so much self satisfactory. They have the views that if Police wants the betterment of their area with sincerity where they were assigned to perform their duty, then without their permission, even no one dare to stole the shoes from open market. But they all are corrupted. They did not perform their duties with honesty and sincerity.

Table# 08

Police profession as Career

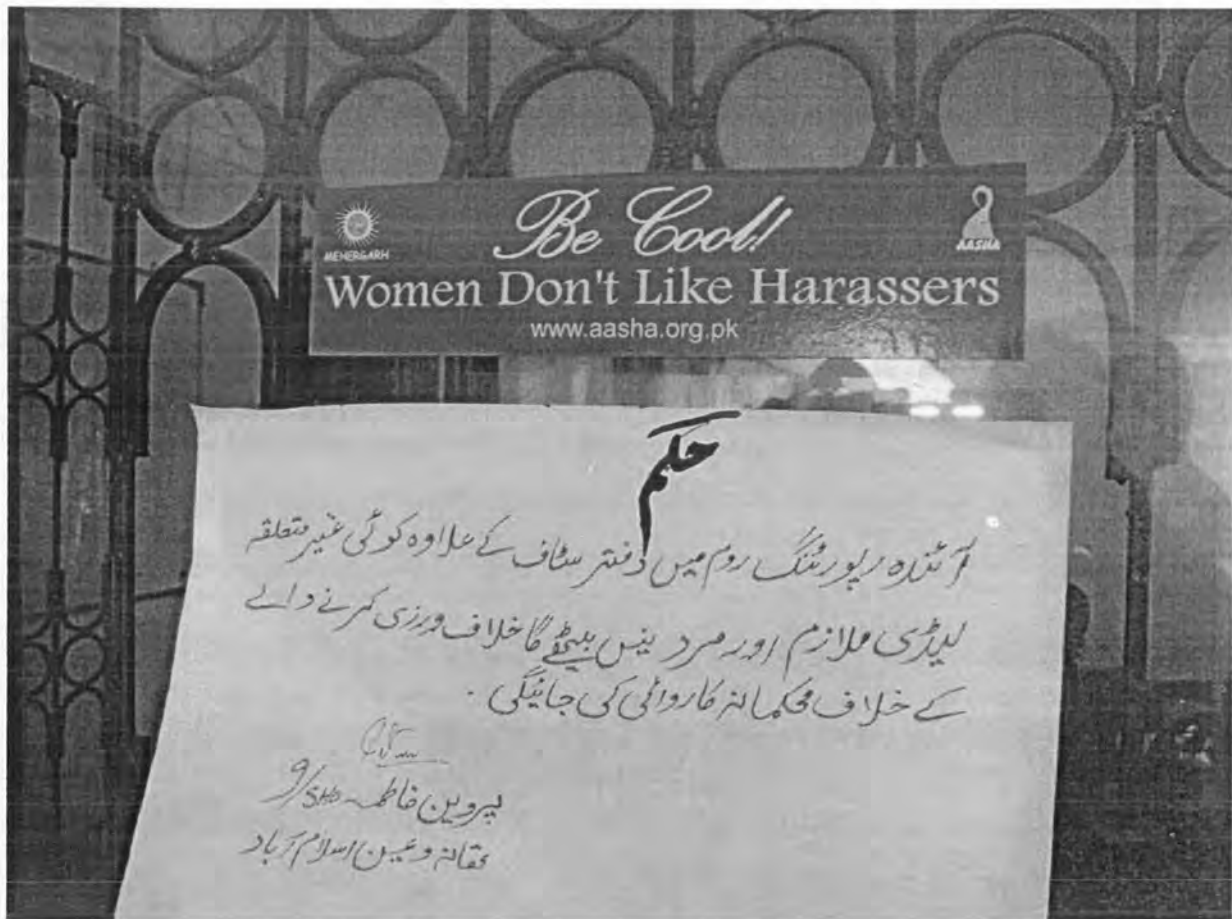
Total	Parental restriction for joining Police as Profession	Society perceptions as Positive	Society perceptions as Negative	Parental permission for joining Police as Profession
20	03	19	01	17
100%	15%	95%	5%	85%

The above table shows that there were 20 respondents who were giving their views at parental level. There were 17 respondents with the percentage of 85% who have the views that Police as Profession for their daughters is not worth looking profession in their eyes. There were 3 respondents with the percentage of 15% have the views that through any proper channel if their daughters are selected for high ranked positions even at the rank of Assistant sub inspector, then

they don't have any problem but below that rank, they would never give permit their daughter to join Police. After that, views at societal levels were also collected that how society perceives about police as profession for females. The result comes with very surprised way that out of 20 respondents, 19 respondents with the percentage of 95% were at the views that police department is not meant for females and if they join Police as their profession then their future is not secure at all. At the other hand the remaining 5% have the positive views about Police as this profession is very noble and it is the duty of the parents to encourage their daughters for joining the Police with open hearts and brave and positive thoughts in their minds.

Figure# 07

Harassment Notification at Police Station



Picture taken by researcher in the gallery of Women Police near the Office of SHO at Women Police Station G-7 Sitara Market

5.6 Vision of Women Police about their Profession

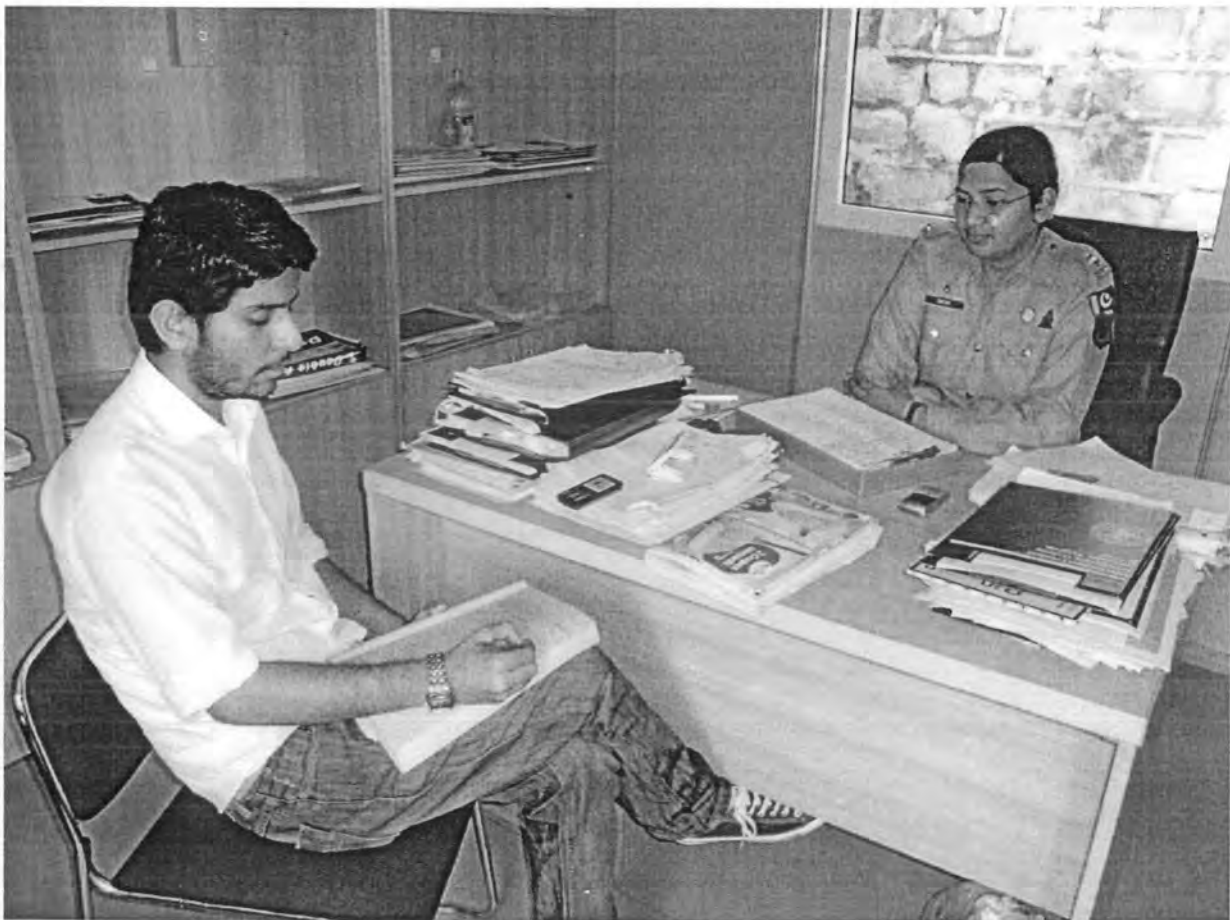
Every profession has its role in the progression and development of the sector where it belongs to. The individuals which are working there are the main key role playing in that organization as they know each and every thing of that organization. From Chief to a peon, all are linked together to each other. And every individual working in that organization has some negative and positive views and perceptions related to that specific firm. In the same way, police department is also the profession where no one knows better than the individuals working inside police station. According to women police officers, by joining this department as profession, they feel empowered and proud of their selves when they help the society. When they were at their homes, they feel very weak and frail. This profession has given them power and so they feel secure in this police uniform. According to them, this is just a rumor that Police department is only for males and the males are dominated on this field. They say that this is totally wrong. As in Islam, all the men and women are same and equal and they got the equal chances of opportunities to avail, so likewise other professions, Police department is not just for males, women can easily join this department if they want to serve their country and the people living here. As far as the trainings are concerned, according to women police officers, government should arrange more training to the new comer girls as they don't have any practice that what to do in emergency situations and how they handle all the issues related to betterment of the society. They say that they feel very happy and joyful when they meet their Pakistani team celebrities or their President of the country during high security alerts. This is all about the positive side of their profession they describe.

Now by joining this department according to their career aspirations as their profession, they says that their social life is totally disturbed by joining Police as they are bound to 24 hours duty. They have to give their duty whenever they call for it and call for any emergency. They never had a time to go for any ceremony in their family or any ritual. Leisure time is a dream to them. Their 1st and the last priority is to serve their nation, their country. And they are bound to. According to them, in the start when they were in favor of joining Police Services, their parents and close relatives were against them because they were not satisfied at all by sending them and give permission to join them. But with the time, when they were in, they tell their parents about the environment and then they did not face any problems by their family side. In the start, many

of them feel uncomfortable and shy working with men, but with the time, when they got adjusted in the department by knowing the fact that all the men and women are equal, they feel relaxed and confident. For them night duties are very tough and hard. Because they do not easily get permission from their family to work at night but they have to manage in emergency situations.

Figure# 08

Researcher and ASI at Women Police Station



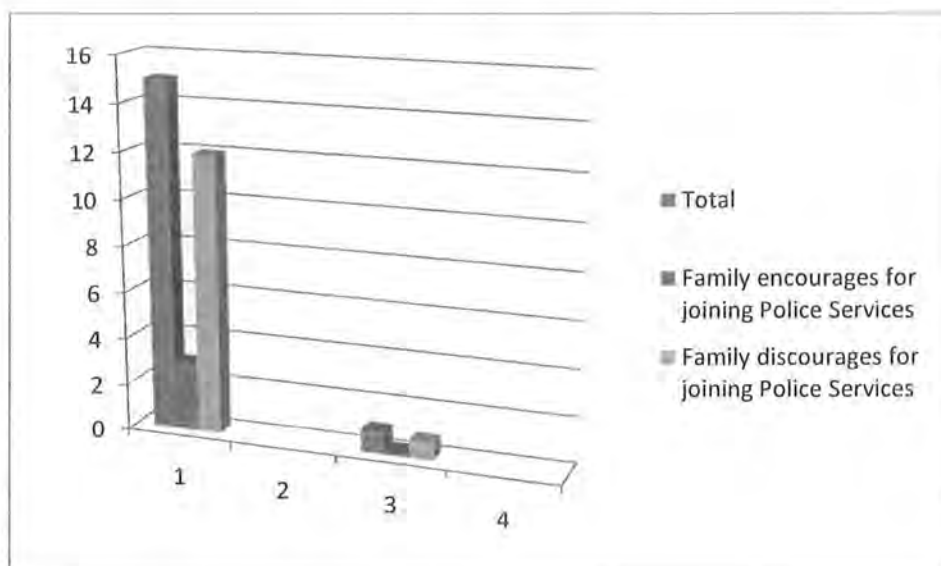
Researcher interviewing Assistant Sub Inspector Sadaf at Women Police Station G-7

They have the views that at time of emergency situation at night, their male colleagues handle their many situations. But some of the female police officers told to the researcher that among them, some old male colleagues try to harass them as well. But they have to be patient and strong. During the interview from *ASI* (Assistant sub Inspector) Sadaf, she told the researcher that it is truth that male police officers surely harass the females who works with them. She handled many cases but with the time as women gets stronger and empowered, such cases slowly and steadily decreased with the effort of seniors in the Police department. She was of the view that in Police department there is high level of professional jealousy among the officers. Everyone is busy in leg pulling rather contributing some good to this department.

Many of the women police officer complaint about the society's perception about them. According to them, they were doing social service for the betterment of the society and in return they get negative response from the society. They are being called as character less whenever they have to perform night duties.

Graph# 10

Vision of women police about their profession



The above graphical representation shows that out of 15 respondents, there were only 3 respondents, 20% of the total reported their family support at the joining of police department. While remaining 12 respondents, 80% of the total showed disapproval of their family about joining police. However, with the passage of time their parents allowed them to join police.

5.7 Level of Satisfaction

Satisfaction is the act of satisfying and gratification of desire in contentment in possession and enjoyment. Human being feel satisfaction when the career aspirations belong to him comes to the end with fulfillment and achievement. Individual have some goals according to career, if he gets the right path, his destination becomes obvious and transparent. By choosing the right path to his destination towards achievement, there comes a level of satisfaction where he gratified the dreams with contentment and proud. Same is the case with the women going to be described by the researcher that is they got their level of satisfaction by joining Police Services as their Career or they are not mentally satisfied. According to the women Police officers, they feel very proud and satisfied by their decisions. They have the views that they are at least better than those women who are powerless and weak. Who always need an answer from their male to move in the society. They are even deprived from their basic needs by the dominancy factor of the males in the society and in their homes. They say that they feel proud and satisfied in their uniform. When they help the people who are in miserable condition, they got self satisfaction and at that time they feel self contentment and self approval. And secondly, according to them as everywhere male are dominant, they feel much secure and protected in their uniform in the society. No one dare to even see them with bad intentions when especially they know that they are in Police. This gives them the power of confidence and satisfaction.

Table# 09

Level of satisfaction

Total	Negative Level of Satisfaction of Women Police Officers	Positive level of Satisfaction of Women Police Officers
15	02	13
100%	13.3%	86.6%

The above table shows that there were total 15 respondents out of which 13 women police officers with the percentage of 86.6% were of the view that they were totally self satisfied with their career choosing profession but on the other hand 02 women police officers with the percentage of 13.3% were of the view that still their parents are not in favor of working in profession of Police. But due to some specific reasons and they are the main breed winners in their family that's why they do not want to leave this profession.

5.8 Factors for Inspiration

Inspiration refers to an unconscious burst of creativity in a literary, musical, or other artistic endeavor. Literally, the word means "breathed upon," and it has its origins in both Hellenism and Hebraism. It is prior to consciousness and outside of skill. Technique and performance are independent of inspiration. The Greeks believed that inspiration came from the muses, as well as the gods Apollo and Dionysus.

Inspiration has many meanings like to stimulate to action or special touch by motivational power. After research, it was found that personal inspirations act as triggers towards a specific career. These inspirations were taken by different people. It was sometimes the television, or a relative or a friend. It is the fact that a person wants to be like the one whom he/she admires. This admiration factor in case of career can prove fruitful in paving one's way to career aspirations. Being inspire from someone is not always in career, but also the person's other characteristics

which made them to take inspiration from that individual. These include the person's personality, behavior, nature, education etc. But especially in case of women police officers, the very interesting fact comes in front that mostly females who belong from this profession; their source of inspiration was a Pakistani drama actress *Robina Ashraf*. They were of the view that they got inspired by her personality as she was in Police department in some PTV drama. They stated that those inspirations motivate them to aspire for higher goals in terms of career. Then there were few respondents who got the inspiration from their close relatives who were in Army and Police. They like their mannered and systematic lives.

5.9 Duties performed by Women Police Officers

Responsibilities of women police officers are wide-ranging, and may fluctuate significantly from within one political circumstance to another. Typical duties relay to keeping the harmony, law enforcement, defense of persons and possessions, and the inquiry of offense. Women Police officers are probably to respond to a multiplicity of circumstances that may arise while they are on duty. Set of laws and procedures dictate how an officer should act within the society, and in many contexts limitations are placed on what the uniformed officer wears. In some countries, laws and duties dictate that a police officer is obliged to intervene in a criminal incident, even if they are off-duty. Police officers in nearly all countries retain their lawful powers, while off duty²⁶.

Federal women police is not different from Punjab Police. Duties and designations are almost same. The only difference is that Punjab police can be transferred in any part of the country, where these women police stations where these women police stations exists in cities. But the federal women police cannot be transferred. She has to work in Federal capital police till her service. The main duties performed by women police officers are given below:

1. When posted to a Women Police Station or Women Complaint Centre, an officer works for redress of women's complaints. They investigate cases of crime in which women are victims or complaints particularly reports of domestic violence.

²⁶ Educational requirements for Police Officer; retrieved June 24, 2011 (education-portal.com)

2. Women Police officers working in the operations wing of the women police station receive complaints and register cases if required according to the rules and regulations.
3. Women Police officers accompany a woman who is detained at police station, so that the detainee is not exposed to any harassment or abuse while she is at the police station.
4. They accompany detained women when they are transported to a court of law for hearing or to a prison.
5. They serve summons on persons required to attend proceedings at the Women Police Station.
6. Women Police officers perform law and order duties during public events. In case of disturbance, they handle female miscreants.
7. They are an essential part of all VIP security arrangements. They keep watching over female participants in an event and carry out frisking and body searches if required.

Figure# 09

Duties of Women Police



8. They perform as trainers in various police training institutions. They give trainings to the new comers who are unaware of all the facts regarding to their duties and responsibilities.
9. Women Police officers also serve as experts in the Finger Print Bureau of the Capital territory police.
10. They are an important part of the Elite Police where they carry out operations that require a high degree of weapons handling and personal combat skills.
11. They give their duties for 24 hours. They take an oath at the time of joining Police that they are always for serving their country at any time.

12. They perform night duties in emergency situations. And handle all the cases related to their duties and responsibilities.

5.10 Problems faced by Women Police

A problem is the barrier, complexity or dare, or any condition that invites resolution; the resolution of which is recognized as an answer or contribution toward a known reason or aim. It implies a preferred result coupled with an obvious shortage, uncertainty or inconsistency that stop the result from taking place.

There were many problems which were faced by females working in Police Station. According to them the 1st and the foremost problem which they were facing was the problem of their residence. As almost every woman is from the far areas, so they need their secure residence. But due to shortage of resident rooms within the police station as rooms are already allotted to their senior's colleagues, they were helpless and unable to self dependent. Many of them were living in G-11 hostel which was far-away from their Police station. And for this reason, their parents feel very unsecure about them. They were of the view that it is duty of government to give them at least some government flats where they feel their selves protected and sheltered.

Another problem faced by them was the problem of transport. They were not allowed to use the government vehicles to give them pick and drop. They use public transport for coming to Police station. And they were of the view that many times, some of their colleagues were even threatened and harassed by civilians. And when they got the call for emergency in nights, at that time, they found it very difficult to reach police station on public transport. Some women police officers also reported that they got harassed by their senior members of the department. Then there was the issue of their salaries. They are not given sufficient pay to live here in Islamabad and survive. They said that the weapons given to them do not working properly. Those guns are very old and expired. Their all weapons are very old and useless.

The last and the important problem they faced was the problem of their marriage. As researcher interviewed the women police officers, about 90% women were unmarried. With the help of probing technique, the fact comes out that society take these women police officers character

very loose and unworthy. So they avoid them. Even the people who are close relatives, they do not wish to come into the relation with these girls who serve their country with courage and confidence. Reaching at the age of 36, they were still unmarried. This is the last but the most alarming and ridiculous situation showing how society treats women police.

Chapter No. 06

Summary and Conclusion

Chapter No. 06

Summary and Conclusion

The present study was conducted to investigate the career aspirations of young women to join different professions in G-7 Sitara Market Islamabad especially emphasizing on Police Service. The study was to investigate the spirit and enthusiasm to explore those aspects of career of women which inspires them to join such gender oriented profession where women role outside the domestic is limited and socially and culturally restricted from the anthropological perspective.

The sample chosen for the anthropological research was an alienated urban sample of Islamabad and part of a sub culture. My findings are not meant to be a comment on any profession as a whole but limited to the section of profession as society perceives it.

Career aspirations are simply the goals someone set out to achieve in either their current profession, or their desired profession. It is very necessary that while stepping forward towards progress, you have particular career path in mind. If there is not a clear plan or intent for career then it is considered as a sign of narrow vision. So for availing the career opportunities, there is a need of proper planning and clear path for selecting the profession and this all happens with the help of personal aspirations inside human minds. Aspirations are the strong desire, longing, aim and ambition which all is need for the achieving the desired profession. Youth is the most sensitive stage of a person's development, where numerous confusions arise regarding what to do and which path to take. Other dimensions of personality growth take place, along with psychological and mental growth and broadening of thought processes. As a matter of fact, youth, who usually have very few resources at their disposal, face far greater hurdles in reaching their goals with respect to life. Therefore, their struggle towards achievement is more challenging and risky. Career is something that holds certain significance in every individual's life. The career aspirations have five personality and behavioral traits (a) adaptability, (b) sociability, (c) power and politics motive patterns, (d) need for achievement, (e) accuracy.

Career aspirations as the group of desires, reasons and behavioral meaning which persons articulate with respect to different career domains and within this career fields as social arenas perspective career can also be observed as a fight back for series of statuses in one or several social domains.

There is a variety of reasons and underlying facts that shape this behavior. Various aspects of individual and community life, such as the social setup, the belief system, economic standing and life circumstances, equally contribute towards it. Similarly, individuals are exposed to variant home environments, educational institutions, different experiences, all those, directly or indirectly foster some characteristics in the individuals, which affect their actions and decisions making processes. These behaviors also change with the passage of time due to changing trends and the advent of new fields, which provide the youth with new directions. Moreover, certain level of difference is found in these aspirations between males and females. This is primarily due to difference in the treatment extended to them, the positions they enjoy at home, and also due to the difference in opportunities or choices provided to each of them. In such cases, men generally have the upper hand, as women in eastern society exercise a subordinate position. And this is one of the major reasons, why they lag behind in numerous ways.

6.1 Conclusion

From research it was analyzed that gender discrimination at work is the most important cause in gap between men and women. The nature and extent of the differential barriers to the social mobility of men and women affect the working of the class structure in important ways. As human society becomes larger, more structured and interdependent, the division of labor became a vital aspect of developing and maintaining social organization. Across civilizations, the preliminary approaches to the distribution of labor seemed to be handled by the rules that a systematic distribution of effort into categories would add to order and growth in society.

Attitudes tend to create thoughts and philosophies, which in turn control behavior. This control of the mind on behavior is particularly important when whole cultures begin to consider in an exacting way, internalize faith arrangement and demonstrate certain thoughts. Psychologist's use the term 'Social Cognition' to define patterns of thinking that has become habitual across social groups.

Social cognitions seem to have played an important function in the development of work as well. Thoughts engendered by societal and ethical frames of position began to give an exacting coloring and interpretations to the sense and reason of effort. Prevailing philosophies began to create social cognitive environment. Within these environments, positive or negative values began to be attributed to work in general as well as toward professional groups. These social-cognitive surroundings fostered the development of an effort ethic, which is a set of societal norms that describe a particular approach to work. A work ethic is the result of a set of societal cognitions about effort, which then direct and power the people's effort performance.

Career brings with it the question of choice, decision-making and the exercise of volition. Presented with the numerous opportunities, the career aspirant is required to discriminate between various possibilities and identify the career that he or she wishes to follow. Having made this choice, the individual then is required to identify and select the path that will lead to the chosen career. Decision-making, however, does not end at the crossroads that the individual faces at the point of initiation into the world of work. A career implies specialization in a clearly circumstances area of skills. And specialization brings with it the implication of the individual's suitability for a specific set of work skills. The question of suitability persists throughout the

individual's career. Suitability is particularly critical concept at the point of entry into a career. It is essential that the career aspirant discovers the career in which he or she is likely to excel and find the highest degree of comfort. After that preparation for entry is an essential characteristic of the modern career. This implies developing knowledge about the skills for the career one has chosen. Career preparation presets two points for consideration. At one level preparation comprises study, training and skill development to meet the demands of the chosen career. Inadequate training or a poor knowledge base compromises the type of job for which one would be accepted. At another level, career preparation is linked to the attitudes with which one views oneself and a career.

Every society in this world has its own norms, beliefs, conditions and faces variant circumstances as well as a difference in the impact of things taking place in their surroundings. All these, create a certain environment of a society and this influences the behavioral intentions and aspirations for career, along with the type of careers that are idealized by the society. In the regard, religious beliefs and practices also play a vital role. Besides other social institutions, political system also plays a vital role in determining career aspirations and choice among the individuals of different classes of the society. Its deepest impact is found on the minority groups as well as the financially instable segment of the society. Authority usually lies in the hands of those who exercise dominance over others on the basis of financial strength. Numerous studies have proves the fact that youth from poor families become the victim of this socio-political pressure, which acts as a barrier against their achievement.

The status or level of authority and dominance held by the females is one of the major and strongest factors that affect career aspirations in the society. Considering females, it was found that apparently women hold an influential position inside the house only. From childhood to puberty, women are supposed to be cultural sensitive and bound to live according to the prescribed norms of her family. In nearly every household, the important decisions regarding family and career choosing is taken by males who are considered to be a bread winner.

Decisions about career of girls are somehow dependant on the father's and brother's instructions. Even the decision for marriage and the choice for spouse are also taken by the parents and girl's consent is not taken. The cultural characteristics associated with women are compromise, tolerance, and obedience.

On the other hand, parents feel insecurity and anxiety they experienced in their lives regarding women issues. They have the view that females are not as such secure as males are. That is why they have more opportunities of choosing career and stepping forward in this male dominant society. They portray safety as constancy and stability of livelihood, obviousness of relationships, feeling secure and fit in to a social crowd and all these factors played always the fabulous role while in the career aspirations of male as compared to females. According to parents, women are vulnerable to abuse and they feel very insecure while their girls are in favor of choosing those professions which are considered to be meant for only male members of the society. They have the vision that some stigmas are related to the insecurity factors for females like male dominancy, vulnerability to use, illiteracy, organization rapport, misuse within the organizations, society perceptions about certain career for girls, family limitations and expectations and the physical appearances. These all factors push parents to choose career of their girls according to their will and understanding.

Unfortunately, In Pakistan, the story of women's deprivations starts even before her birth, because the girl-child is not a particularly 'wanted' child. Her life is a journey of subordination. When she is young, her father decides for her on matters ranging from whether she will get any education, to the all important of whom she would marry. After marriage, her husband and her in-laws get hold of her reins and decide matters on her behalf; like shall she or shall she not have a child every year, or whether she would produce only boys, or whether she can seek independent employment and so on. After marriage, females are supposed to be good housewives and they have to maintain the values and norms within the premises of house. The parents who have the opinion that their daughters continue their future as good housewives are more than the parents who want to see their daughters as good professional ladies as well as the good and competitive housewives. After that the concept of honor is attached with females. The parents which were interviewed had the belief that honor is something highly preferred in this eastern society. Honor of the family is entirely directed towards the honor of females. Parents were of the view that the problem with honor today is not only that there is much dishonorable behavior from the society specially in case of women, but people are confused about honor, about what it is and what it is not. In the whole scenario, there are actually two schools of thoughts. The parents who have liberal thoughts about their young daughters and they want that their daughters also get equal chances for fittest survival in future and other school of thought are

those parents who have the view that females are bound to work in the boundaries of home. They don't support the earning concept of females. But the most interesting fact which comes through the research was that both schools of thought have the same views about honor and they feel insecure. They believe in nobility of soul of women. During research, two cases were also found who supports the idea of modernism. They have the view that honor doesn't exist. It is actually the state of mind either killing for honor gives you satisfaction of mind or ego is more important than the relations exist between human being.

Approximately, 90% parents said that they were ready to surrender their desires for their children careers, only on the condition that the career choice of their children does not bring any harm to the name of the family. The remaining 10% parents were of the view that they can better decide for their kid's future, as they were more experienced and that the children lack the supremacy of wisdom to decide for themselves and also it is the foremost duty of parents to guide their offspring towards betterment and warn them against what is good and what is harmful for them. Mostly the parents of the young girls were in favor of teaching profession. According to them this is the most secure profession for girls rather than choosing Police as their profession. Parents of the defined locale shows distrust, dishonesty, corruption, cruelty, insecurity for females, unkindness, disbelieve and lack of their self satisfaction for police department. These all terms are related to Police as profession either I interviewed the parents of females or societal perceptions. Both have the weird perceptions and assumptions regarding Police. Parents were not willing to let their daughters choose Police as a profession. They were of the view that this profession is not meant for females. And if they give permission to their daughters on their will and strength of character then there is no surety that their daughters are safe there. Male members who are designated at the high posts, they are dominated on their female police juniors and they harass them. This profession is male dominated and the future for their daughters is not secure here at all. But there were few parents also who says that if their daughters go for any suitable high post through CSS exam or qualify through different education basis then they don't have any problem if their daughters join Police as profession. Besides the perceptions from Parental and Societal level, women who were working in the Police department reported to have problems like residence, traveling, pays issue, harassment from senior's male officers, old weapons, hard timings, threatening from civilians, night duties problem. With all these problems

and issues, they were responsible for many duties according to their work plan and in emergency situations.

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Questionnaire

1. Name
2. Age
3. Sex
4. Currently Status
5. Education
6. Occupation
7. Designation
8. Caste
9. Family monthly overall income
10. What are you studying?
11. What are your aims of life?
12. What are your dreams about your future life?
13. Do you believe in 'career' of females?
14. What is your opinion about females choosing profession?
15. Is there anything which fascinates you to choose as a career?
16. In which direction your parents are pushing you to join as career?
17. What department do you wish to join?
18. Do you like serving country in uniform job like police?
19. If yes, why?
20. If no, why?
21. What are the reasons or factors which force you to join/reject police as a profession?
22. Do you think that police is a male oriented or dominated profession?
23. How women feel working in a male dominated profession?

Parental Opinion Questionnaire:

24. What do you want your daughter to choose as a profession?
25. What are the factors that force you to keep your daughter away from police?
26. What are the reasons which you keep in mind while choosing profession for your children, especially females?
27. Do you want to see your daughter a professional or house lady?
28. What do you think, now-a-days, professional females have more secure future either then house-wives?
29. If your daughter wants to join Police department, do you give her permission to join it?
30. In your opinion, what departments are more secure, comfortable and easy going for females?
31. How you find Police department in your life experience?
32. In your opinion, is police department is loyal and sincere for serving the people?

Women Police officers Questionnaire:

33. What was your source of inspiration to join this Police department?
34. When did you join police?
35. Why you particularly joined police department?
36. How do you feel working in police?
37. Did anyone discourage you or from your family that not to join this department?
38. How do you find working in a male dominated atmosphere?
39. Do you feel any kind of harassment from male side?
40. Do you think that different kinds of trainings are necessary for the new-comers who want to join this profession?
41. In your opinion, is police department pays are really enough for women to join the profession and run a family in comfortable way?
42. Are you feeling empowered after joining this department?
43. Is your social life being disturbed by joining police?
44. How do you feel working in field during odd hours?

45. How do you manage working in hard situations?
46. What is the attitude of your male colleagues towards you?
47. Have you done anything for changing Thana culture?
48. What is the attitude of society/people towards you?
49. How your family members treat you as a member of Police?
50. How do you manage your family during emergency duties or otherwise normally as duty hours in police are long?