Migration, Urbanization, and Women's Economic Contributions: The Emergence of Dual Career Families and Household Welfare in Pakhtoon Communities

Dr. Malik Muhammad Shafi
Assistant Professor, IDS, The University of Agriculture Peshawar
drmms@aup.edu.pk
Dr. Tasneem Akhter
Assistant Professor of Economics, Faculty of Management Sciences
University of Central Punjab, Lahore
tasneem.akhter@ucp.edu.pk
Falak Naz Noor
Hailey College, Punjab University Lahore
falakpu@live.com
Dr. Fazal Karim
IDS, The University of Agriculture Peshawar
flarimiiui@gmail.com

Abstract

This study explores the phenomenon of dual career women in Pakhtoon society, a traditionally conservative community experiencing a shift in gender roles. This research delves into the complex dynamics surrounding dual career women in Pakhtoon society, where traditional values and gender norms intersect with the rising trend of women pursuing careers alongside their familial responsibilities. The study explores the socio-cultural factors influencing the choices of dual career women, shedding light on the challenges they face in navigating both professional and domestic spheres. Through a comprehensive analysis of historical, cultural, and economic contexts, the research unveils the evolving landscape of gender roles in Pakhtoon society. The findings highlight the resilience of women in challenging traditional expectations and emphasize the need for tailored support systems. Recommendations encompass awareness campaigns, workplace policy adaptations, and community-based initiatives to empower dual career women, fostering a more inclusive environment.

Keywords: *Dual Career Women, Pakhtoon Society, Gender Roles, Socio-Cultural Dynamics, Workplace Challenges, Traditional Norms, Resilience, Support Systems, Inclusivity, Societal Transformation.*

1. Introduction

1.1 Background of the Study:

The background of the study on dual career women in Pakhtoon society stems from a broader recognition of the changing socio-cultural landscape in traditionally conservative communities. Pakhtoon society, characterized by deep-rooted traditions and patriarchal norms, has witnessed a notable shift in recent years with an increasing number of women actively pursuing dual careers, juggling professional aspirations alongside familial responsibilities. This shift represents a departure from traditional gender roles and is indicative of a dynamic transformation within the societal fabric. The role of women in society has evolved significantly over the years, with an increasing number of women pursuing dual careers, balancing both professional and personal responsibilities. However, in the context of Pakhtoon society, which is deeply rooted in

traditional norms and values, the challenges and opportunities for dual career women may differ from those in more liberal societies. Understanding the dynamics of dual career women in Pakhtoon society is crucial for fostering gender equality and promoting social development. In recent decades, the global landscape has witnessed a significant transformation in the role of women, with an increasing number engaging in dual careers - juggling professional aspirations alongside familial responsibilities. This societal shift is not exempt from the traditionally rich and culturally distinct Pakhtoon society. The intersection of evolving societal norms and deeply rooted traditions has given rise to a unique dynamic for dual career women in this community. Understanding the nuanced challenges and opportunities faced by these women is imperative for a comprehensive exploration of the evolving roles of women in Pakhtoon society .

1.2 Rationale for Studying Dual Career Women in Pakhtoon Society:

Pakhtoon society, known for its rich cultural heritage and conservative values, has witnessed transformations in recent decades. The rise of education and urbanization has led to shifts in societal norms, impacting the roles and expectations placed on women. Investigating the experiences of dual career women in Pakhtoon society is essential to comprehend the intersection of tradition and modernity, shedding light on the challenges these women face and the opportunities that may arise. Studying dual career women in Pakhtoon society is imperative to gain a nuanced understanding of the dynamic intersection between gender roles and cultural norms. The Pakhtoon society, deeply rooted in tradition and conservatism, has long adhered to conventional gender roles, often relegating women to domestic spheres. However, a notable shift has been observed with an increasing number of women pursuing dual careers, balancing both professional and familial responsibilities. Exploring the rationale behind this phenomenon is crucial for unraveling the socio-cultural factors that either facilitate or hinder the progression of women in Pakhtoon society. Such a study could shed light on the challenges faced by dual career women, the support systems available to them, and the evolving attitudes towards gender roles within this traditionally patriarchal community. Understanding these aspects is essential not only for academic discourse but also for fostering a more inclusive and equitable environment that accommodates the aspirations and contributions of women in Pakhtoon society [2].

1.3   Objectives of the Study:

- To Explore the Challenges: Investigate the specific challenges faced by dual career women in Pakhtoon society, considering cultural, societal, and personal aspects.
- To Identify Opportunities: Analyze the opportunities available to dual career women within the societal framework of Pakhtoon culture, including support systems and empowerment avenues.
- To Examine Coping Mechanisms: Understand the coping mechanisms employed by dual career women to navigate challenges, including strategies for work-life balance and social integration.

1.4 Significance of the Research:

The research on dual career women in Pakhtoon society highlights both academic and practical significance. Academically, it deepens understanding of the interaction between gender roles and cultural norms in a traditionally conservative society, contributing to fields such as gender studies, sociology, and cultural anthropology. Practically, it identifies the challenges faced by dual career women, providing valuable insights for policymakers, employers, and community leaders to develop supportive workplace policies, educational programs, and community initiatives. This research holds significance at various levels:

- Cultural Understanding: Contributes to a deeper understanding of how cultural norms in Pakhtoon society impact the professional and personal lives of dual career women [3].
- Policy Implications: Provides insights for policymakers to formulate gender-sensitive policies that address the unique challenges faced by dual career women in Pakhtoon society.
- Empowerment: Empowers dual career women by acknowledging their experiences and providing a platform for their voices to be heard, fostering a supportive community [4].

1.5 Research Questions:

i.   What are the primary challenges faced by dual career women in Pakhtoon society, considering cultural and societal factors?

ii. What opportunities exist for dual career women within the traditional framework of Pakhtoon culture, and how do they navigate these opportunities?

iii. What coping mechanisms do dual career women in Pakhtoon society employ to balance their professional and personal lives, and how effective are these strategies?

2: Literature Review

2.1 Historical Perspective of Women's Roles in Pakhtoon Society

According to Rahman, Tariq. (2017). The study of women's roles in Pakhtoon society provides a fascinating insight into the historical development of gender dynamics in the region. Rooted in rich cultural traditions and influenced by historical events, the position of women in Pakhtoon society has undergone significant changes over the centuries .

Historical Context: Ahmed, Farida. (2005) in this study to understand the historical perspective of women's roles in Pakhtoon society, one must delve into the cultural and societal norms that have shaped the lives of Pakhtoon women. Historically, the Pashtuns, also known as Pakhtoons, have been guided by a code of conduct known as Pashtunwali, which encompasses various aspects of life, including the roles and expectations associated with gender.

Economic Roles: According to Khan, Gul. (2013) in traditional Pakhtoon society, women played crucial roles in the economic sphere, contributing to household incomes through activities such as agriculture and handicrafts. While men often took on the responsibilities of providing security and engaging in external affairs, women were the backbone of the domestic economy.

Social and Cultural Expectations: Pakhtoon society has long held distinct social and cultural expectations for women, emphasizing virtues such as modesty and family honor. The concept of purdah, or seclusion, has historically shaped the interaction of women with the outside world, reflecting the broader cultural values of Pakhtoon society [8]. While traditional roles persist, the contemporary era has witnessed a gradual shift in the roles of Pakhtoon women. Factors such as education, urbanization, and global connectivity have contributed to changing dynamics, allowing women to increasingly participate in various spheres of public life.

2.2 Global Trends in Dual Careers and Gender Roles

The 21st century has witnessed transformative shifts in societal norms, particularly regarding dual careers and gender roles. As economies evolve, and cultural perceptions change, couples worldwide are increasingly navigating the challenges and opportunities associated with dual careers. This article explores global trends in dual careers and the changing landscape of gender roles in the modern era.

Dual Careers: Dual career couples, where both partners pursue professional aspirations concurrently, have become a prevalent phenomenon globally. This trend is fueled by factors such as increased access to education, economic opportunities for women, and a shift towards more equitable gender norms.

Gender Roles: Global perspectives on gender roles are undergoing significant transformations. While traditional gender norms persist in some regions, there is a growing acknowledgment of the need for more inclusive and diverse roles for both men and women. This is reflected in changing workplace dynamics, family structures, and cultural attitudes.

2.3 Theoretical Frameworks on Dual Careers and Work-Life Balance

As societal expectations and economic realities continue to evolve, individuals are increasingly faced with the challenge of balancing multiple roles and responsibilities, particularly in the context of dual-career households. The concept of dual careers refers to situations where both partners in a relationship pursue professional careers simultaneously, often leading to competing demands on time, energy, and resources. Achieving work-life balance, defined as the equilibrium between work-related commitments and personal or family life, has become a central concern for individuals and organizations alike. This paper explores theoretical frameworks that shed light on the dynamics of dual careers and work-life balance, offering insights into the factors shaping individual experiences and organizational practices.

Theoretical Frameworks:

Role Theory: Role theory posits that individuals occupy multiple roles in society, such as employee, spouse, parent, and caregiver, each of which comes with a set of expectations and responsibilities. Role conflict occurs when the demands of one role interfere with the fulfillment of another, leading to stress and dissatisfaction. Dual-career couples navigate role conflict by negotiating priorities, boundaries, and resources to achieve harmony between their professional and personal lives.

Social Exchange Theory: Social exchange theory suggests that individuals engage in relationships and interactions based on a cost-benefit analysis, seeking to maximize rewards and minimize costs. In the context of dual careers, partners engage in reciprocal exchanges of support, resources, and assistance to balance competing demands and maintain relationship satisfaction. Mutual support and cooperation are essential for mitigating stress and promoting well-being within dual-career households.

Boundary Theory: Boundary theory examines the permeability and management of boundaries between work and non-work domains. Dual-career couples establish and maintain boundaries to delineate time, space, and activities associated with work and family life. Effective boundary management strategies, such as segmentation, integration, and synchronization, facilitate the successful integration of work and personal roles, reducing conflict and enhancing satisfaction.

Conservation of Resources (COR) Theory: COR theory posits that individuals strive to acquire, maintain, and protect valuable resources, including time, energy, and social support, to cope with stress and adversity. Dual-career couples face resource constraints due to competing demands on their time and energy, leading to potential resource depletion and burnout. Resource-enhancing strategies, such as prioritization, delegation, and boundary negotiation, help preserve and replenish resources, fostering resilience and well-being.

2.4   Cultural Dimensions of Pakhtoon Society and Gender Roles

While traditional gender roles often prescribe women's roles as primarily domestic and familial, societal changes and increasing educational and economic opportunities have led to the emergence of dual career women who navigate both professional and personal spheres. This study seeks to explore the experiences of dual career women in Pashtun society, shedding light on the cultural dimensions and gender roles that shape their lives.

Cultural Dimensions of Pashtun Society: Pashtun society is deeply rooted in cultural traditions and tribal customs, with gender roles traditionally delineated along patriarchal lines. Concepts such as nang (honor) and ghairat (respect) play a significant role in shaping gender norms and

expectations, often constraining women's autonomy and agency within familial and societal contexts.

Challenges Faced by Dual Career Women: Dual career women in Pashtun society encounter numerous challenges, including societal expectations regarding gender roles, limited access to educational and professional opportunities, and the need to balance work and family responsibilities. Moreover, cultural norms surrounding women's mobility, dress, and interactions with unrelated men can pose additional barriers to their professional advancement.

Opportunities for Empowerment and Change: Despite the challenges they face, dual career women in Pashtun society also possess resilience, resourcefulness, and a desire for self-actualization. Opportunities for empowerment and change exist through education, advocacy, and the promotion of gender-sensitive policies and practices that challenge traditional gender norms and promote women's rights and opportunities in both the public and private spheres.

2.5 Previous Studies on Women's Employment in Conservative Societies

There has been a growing interest in understanding the experiences of dual career women in Pashtun society, particularly in the context of conservative norms and practices. This paper aims to contribute to this discourse by conducting a comprehensive study of the challenges and opportunities faced by dual career women in Pashtun society, drawing on previous research conducted on women's employment in conservative societies.

Societal Expectations and Gender Norms: Dual career women in Pashtun society often face societal expectations that prioritize traditional gender roles and norms. The pressure to conform to these expectations can lead to conflicts between work and family responsibilities, as women navigate the demands of their professional and personal lives.

Family Dynamics and Support Systems: Family dynamics play a crucial role in shaping women's experiences in the workforce. Lack of support from family members, especially male relatives, can hinder women's career advancement and opportunities for professional development.

Workplace Discrimination and Gender Bias: Dual career women in Pashtun society may encounter workplace discrimination and gender bias, including unequal pay, limited career advancement opportunities, and harassment. These challenges can hinder women's ability to thrive in the workforce and contribute to their overall well-being.

Access to Education and Skill Development: Improving access to education and skill development programs can empower women to pursue higher education and acquire the necessary skills for employment in diverse sectors of the economy.

Advocacy and Policy Interventions: Advocacy efforts and policy interventions are essential for promoting gender equality and creating an enabling environment for women's empowerment in conservative societies. This includes implementing laws and policies that protect women's rights and address gender-based discrimination in the workplace.

3. Research Methodology

The research methods and procedures used to examine the issue of dual career women in Pakhtoon society. It describes the research design, population, sampling techniques, data collection procedures, data analysis methods, and ethical considerations adopted in the study.

3.1 Research Design

The study employed a descriptive survey research design. Descriptive research aims to provide a clear and systematic description of existing conditions, issues, and experiences. In this case, the research focused on identifying the challenges and opportunities faced by dual career women in Pakhtoon society. The survey method was selected to collect firsthand information from respondents and to understand their social, cultural, and professional experiences.

3.2 Population of the Study

A population refers to a well-defined group of individuals sharing common characteristics. The target population of this study consisted of married female teachers and married female students at the university level. The research focused on dual career women within the Pakhtoon community. In total, the accessible population included 25 female teachers and 25 female students from the University of Peshawar.

3.3   Sample and Sampling Technique

A sample is a subset of a population selected for detailed study. The sample for this research consisted of 50 respondents: 25 married female teachers and 25 married female students from the University of Peshawar. The selected sample was considered representative of the target population and suitable for generalizing the findings within the defined context.

3.4   Data Collection Procedure

Data were collected through a structured questionnaire. Both open-ended and closed-ended questions were included to obtain comprehensive responses. The closed-ended questions were designed using a five-point Likert scale:

1.   Strongly Agree
2.   Agree
3.   Strongly Disagree
4.   Disagree
5.   Undecided

3.5   Data Analysis

The collected data were organized in tabulated form and analyzed using descriptive and inferential statistical techniques. Frequency distribution and percentage methods were applied to summarize responses. Additionally, the Chi-square (χ^2) test was used to examine significant associations between sociocultural factors and women's educational and professional participation.

The findings highlighted several sociocultural barriers affecting dual career women, including patriarchal norms, early marriage practices, and concerns about harassment, limited decision-making authority, and traditional veiling practices (Parda). These factors were statistically examined to determine their significance in influencing women's higher education and career progression.

1.   Results and Discussions

### 4.1   Data Analysis and Interpretations

The analysis was conducted using relevant statistical techniques. Descriptive statistics were applied to summarize the data through frequencies and percentages, providing an overview of trends and variations. Exploratory analysis helped identify patterns and relationships within the data. Inferential statistics were used to test hypotheses and draw conclusions about the broader population based on the sample.

The interpretation of results focused on linking statistical findings with the research objectives. Findings were presented clearly to highlight practical implications, while considering limitations and possible biases. Overall, the process of data analysis and interpretation converted raw responses into useful insights that contribute to understanding the challenges and opportunities faced by dual career women in Pakhtoon society.

Section 1: General Perceptions on Dual Career Women in Pakhtoon Society
Table No: 1. Dual career women contribute positively to the socio-economic development of Pakhtoon society.

S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
1	15	12	9	8	6	50
Percentage	**43%**	**34%**	**26%**	**23%**	**17%**	**100%**
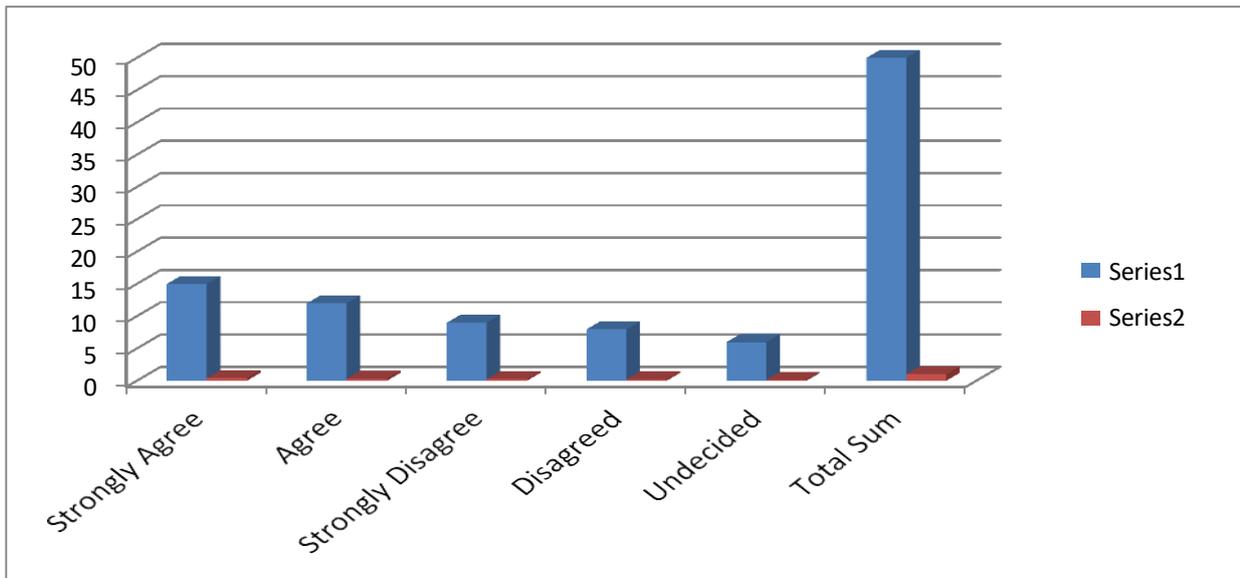
The above table analysis of the survey responses indicates that the majority of participants expressed a positive opinion toward the statement under study. A significant proportion of respondents selected "Strongly Agree" and "Agree," showing overall support and a favorable attitude. However, a noticeable number of participants also chose "Strongly Disagree" and "Disagree," reflecting the presence of contrasting views within the sample. Additionally, a smaller group remained undecided, suggesting uncertainty or lack of clear opinion on the issue.
Table No: 2 Balancing a career and family life is more challenging for women in Pakhtoon society than for men.
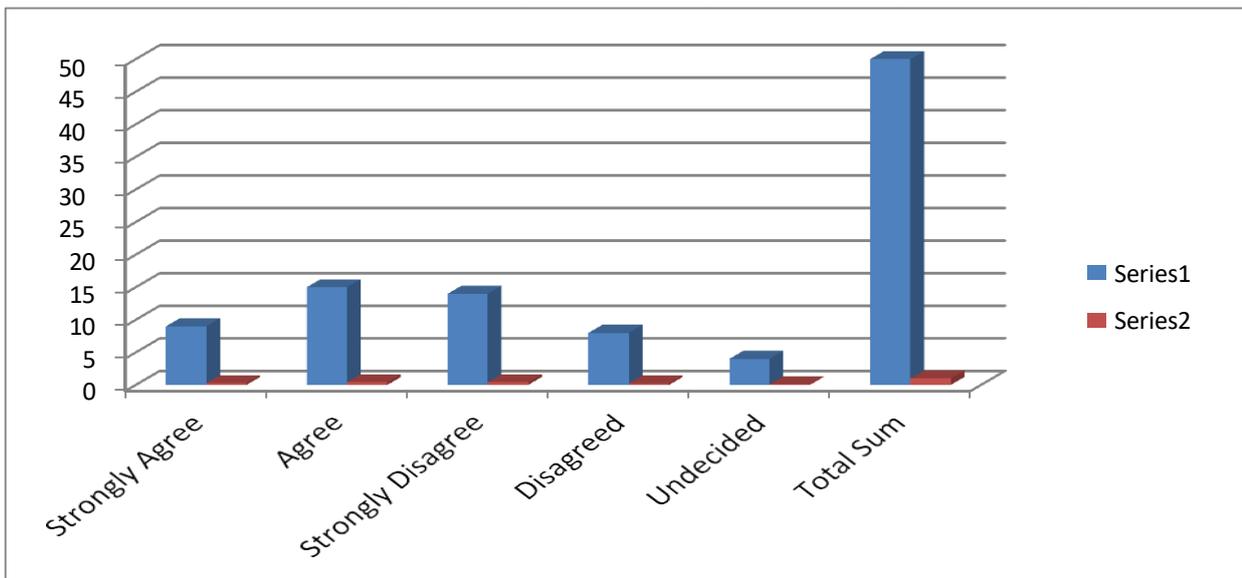
S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
2	14	13	10	8	5	50
Percentage	**40%**	**37%**	**29%**	**23%**	**14%**	**100%**
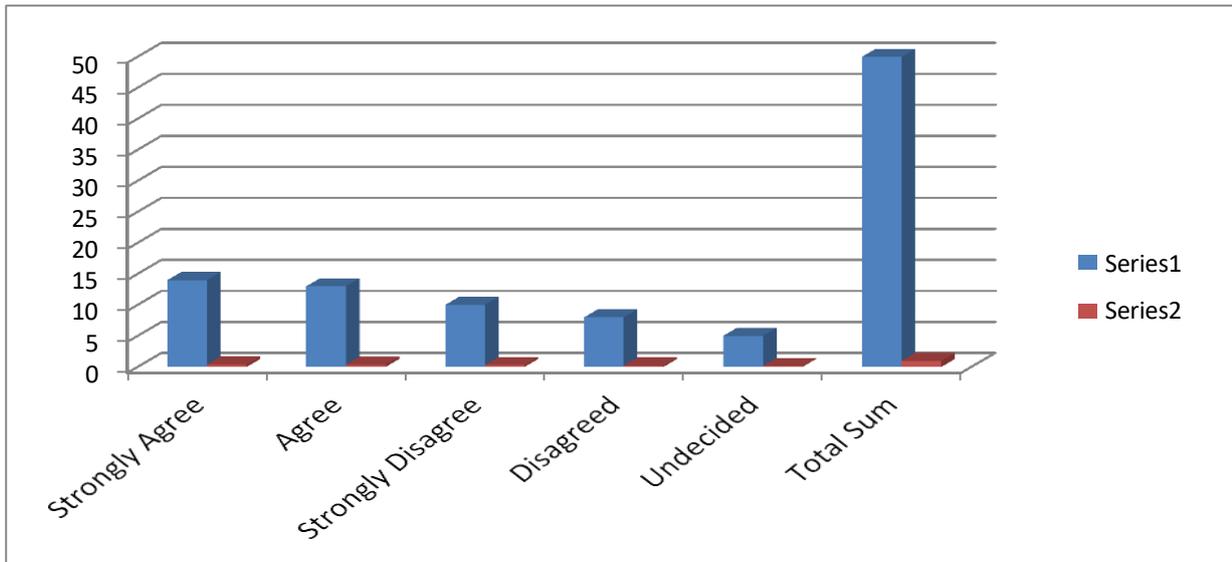
The above table survey responses indicate that most participants had a positive view regarding the second survey question, with "Strongly Agree" and "Agree" together accounting for the majority of responses. This shows general support for the statement, though not unanimously. At the same time, a notable portion of respondents selected "Strongly Disagree" and "Disagree," reflecting some opposing opinions. A smaller number remained undecided, indicating uncertainty or lack of strong feelings.

Table No: 3 There is societal support for women pursuing dual careers in Pakhtoon society.

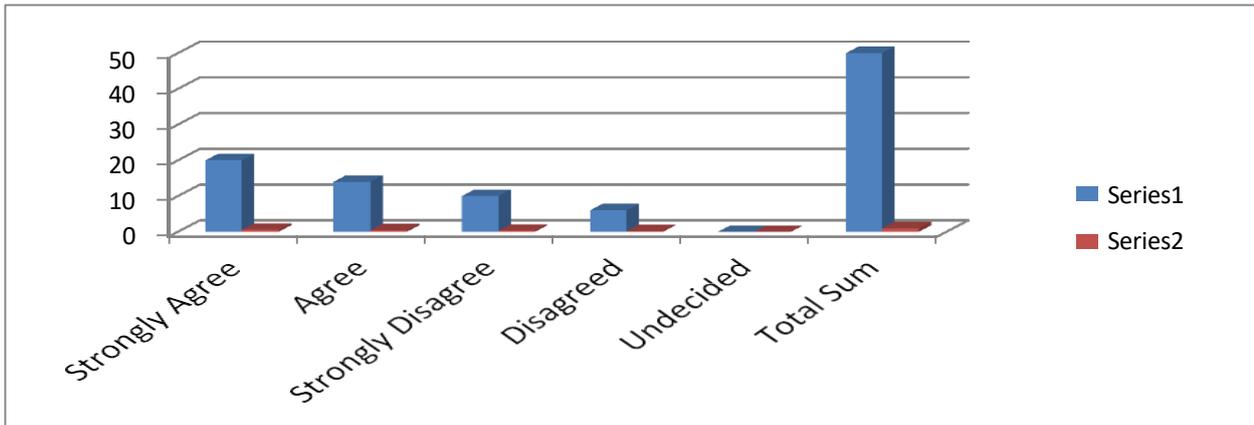| S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
3	9	15	14	8	4	50
Percentage	**26%**	**43%**	**40%**	**23%**	**11%**	**100%**

The responses to the third survey question show a mixed perspective among participants. While a portion of respondents selected "Strongly Agree" and "Agree," indicating positive views, an almost equal proportion chose "Strongly Disagree" and "Disagree," reflecting significant disagreement. A small group remained undecided, showing uncertainty or lack of strong opinion.

Section 2: Workplace Challenges

Table No: 4 Women in Pakhtoon society have equal career advancement opportunities as men.

S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
4	20	14	10	6	0	50
Percentage	**57%**	**40%**	**29%**	**17%**	**0%**	**100%**

The table you provided is a summary of responses to a fourth survey question where respondents could choose from five options: "Strongly Agree", "Agree", "Strongly Disagree", "Disagree", and "Undecided". The total number of respondents was 50. Strongly Agree: 20 out of 50 respondents, or 57%, selected this option. This indicates a strong positive response to the survey question. Agree: 14 out of 50 respondents, or 40%, chose this option. This suggests a positive, albeit less emphatic, agreement with the survey question. Strongly Disagree: 10 out of 50 respondents, or 29%, selected this option. This indicates a strong negative response to the survey question. Disagree: 6 out of 50 respondents, or 17%, chose this option. This suggests a negative, but less emphatic, disagreement with the survey question. Undecided: None of the respondents selected this option. This indicates that all respondents had a clear opinion about the survey question.

Table No: 5 Gender bias exists in the workplace, hindering the progress of dual career women.

S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
5	14	11	12	8	5	50
Percentage	**40%**	**31%**	**34%**	**23%**	**14%**	**100%**
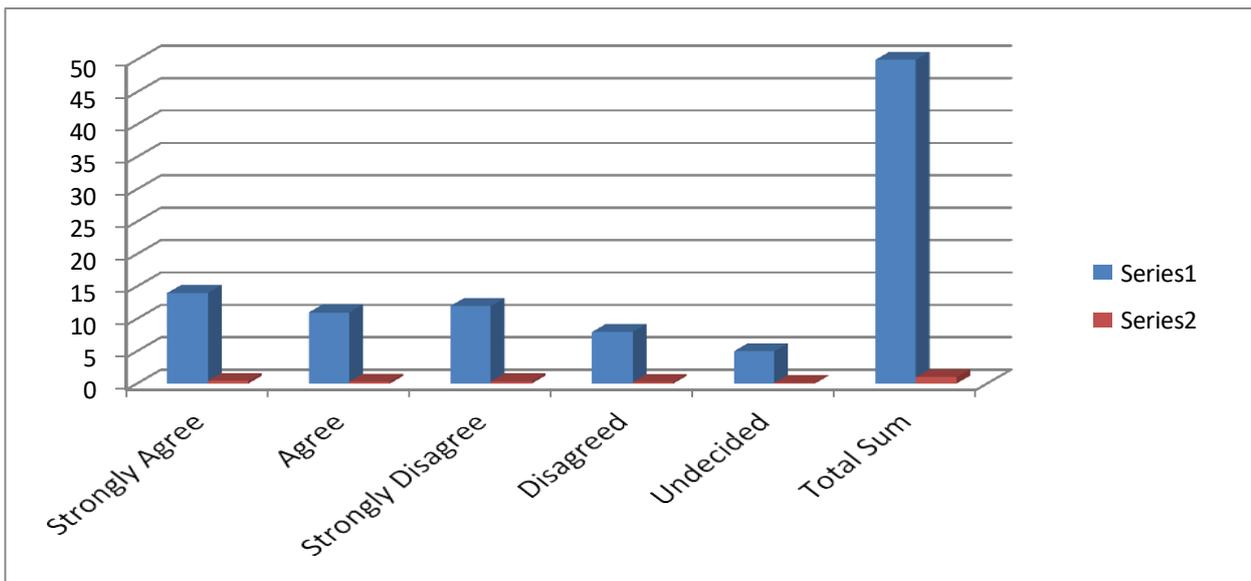
The responses to the fifth survey question reveal a generally positive trend, with the majority of participants selecting "Strongly Agree" or "Agree." However, a significant number also chose "Strongly Disagree" or "Disagree," indicating that some respondents hold opposing views. A small portion remained undecided, reflecting uncertainty or lack of strong opinion.

Table No: 6 Organizations in Pakhtoon society provide sufficient support for work-life balance for dual career women.
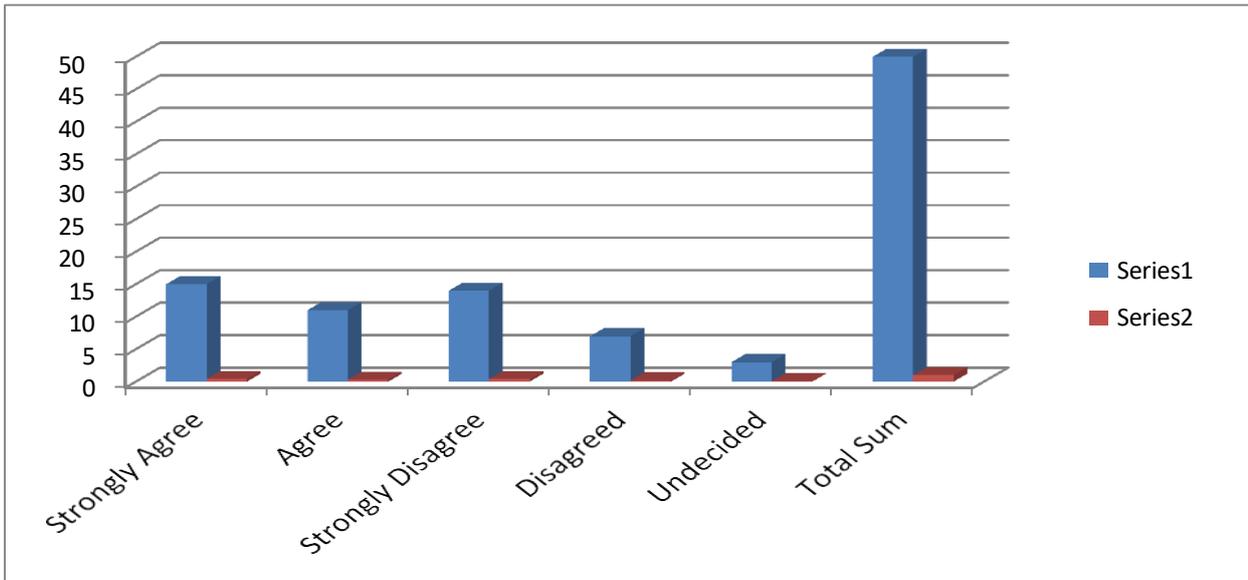
S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
6	13	14	11	8	4	50
Percentage	**37%**	**40%**	**31%**	**23%**	**11%**	**100%**
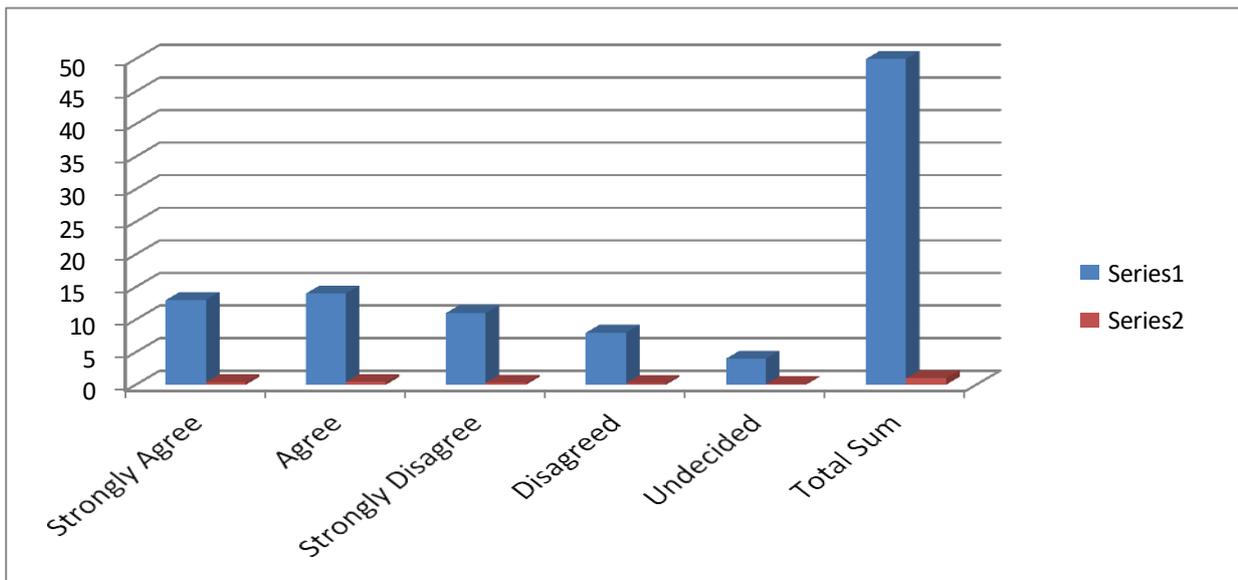
The table you provided seems to be a summary of responses to a survey question. Here's a detailed explanation: Strongly Agree: 13 out of 50 respondents, or 37%, strongly agree with the statement in question 6. Agree: 14 out of 50 respondents, or 40%, agree (but not strongly) with

the statement in question 6. Strongly Disagree: 11 out of 50 respondents, or 31%, strongly disagree with the statement in question 6. Disagreed: 8 out of 50 respondents, or 23%, disagreed (but not strongly) with the statement in question 6. Undecided: 4 out of 50 respondents, or 11%, were undecided about the statement in question 6. Section 3: Family and Societal Expectations Table No: 7 Traditional gender roles in Pakhtoon society influence expectations for dual career women.
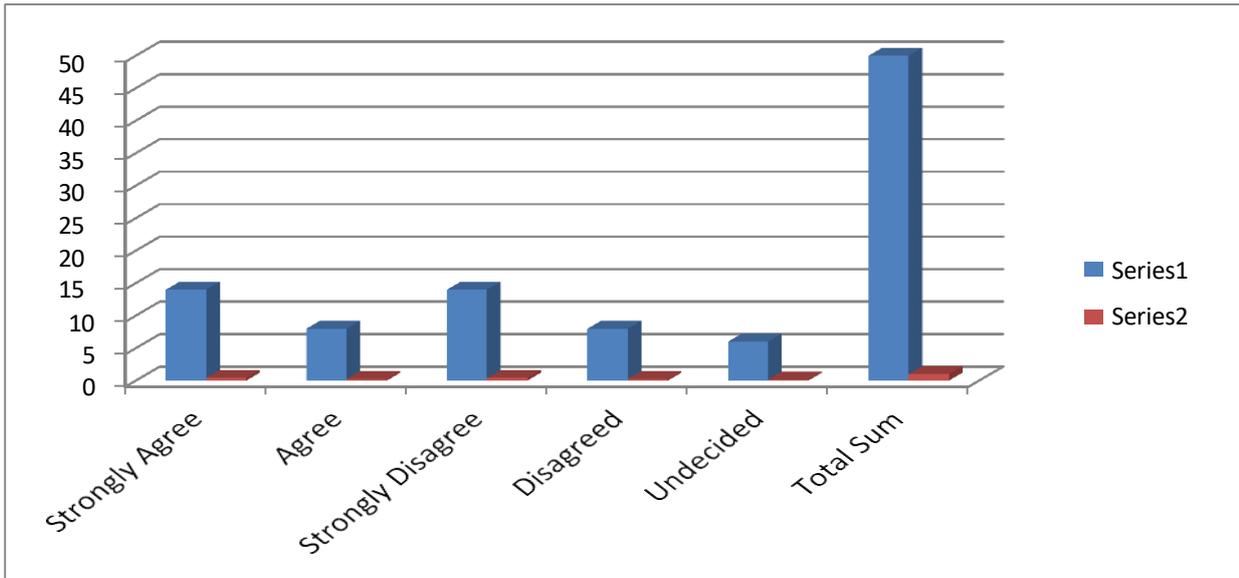
S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
7	15	11	14	7	3	50
Percentage	**43%**	**31%**	**40%**	**20%**	**9%**	**100%**

The table you provided appears to be a summary of responses to a survey question. Here's a detailed explanation: Strongly Agree: 15 out of 50 respondents, or 43%, strongly agree with the statement in question 7. Agree: 11 out of 50 respondents, or 31%, agree (but not strongly) with the statement in question 7. Strongly Disagree: 14 out of 50 respondents, or 40%, strongly disagree. Disagreed: 7 out of 50 respondents, or 20%, disagreed (but not strongly). Undecided: 3 out of 50 respondents, or 9%, were undecided.

Table No: 8 Families in Pakhtoon society are supportive of women pursuing dual careers.

S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
8	14	8	14	8	6	50
Percentage	**40%**	**23%**	**40%**	**23%**	**17%**	**100%**

The table presents the results of a survey where participants were asked to express their level of agreement or disagreement with a statement. The responses were categorized into five options: "Strongly Agree", "Agree", "Strongly Disagree", "Disagree", and "Undecided". The survey had a total of 50 respondents. Strongly Agree: 14 respondents, representing 40% of the total, strongly agreed with the statement. Agree: 8 respondents, or 23% of the total, agreed with the statement. Strongly Disagree: 14 respondents, which is 40% of the total, strongly disagreed with the statement. Disagree: 8 respondents, or 23% of the total, disagreed with the statement. Undecided: 6 respondents, or 17% of the total, were undecided. There is an equal split between strong agreement and strong disagreement, with a notable percentage of undecided responses. Table No: 9 There is societal stigma attached to women prioritizing their careers over family in Pakhtoon society.
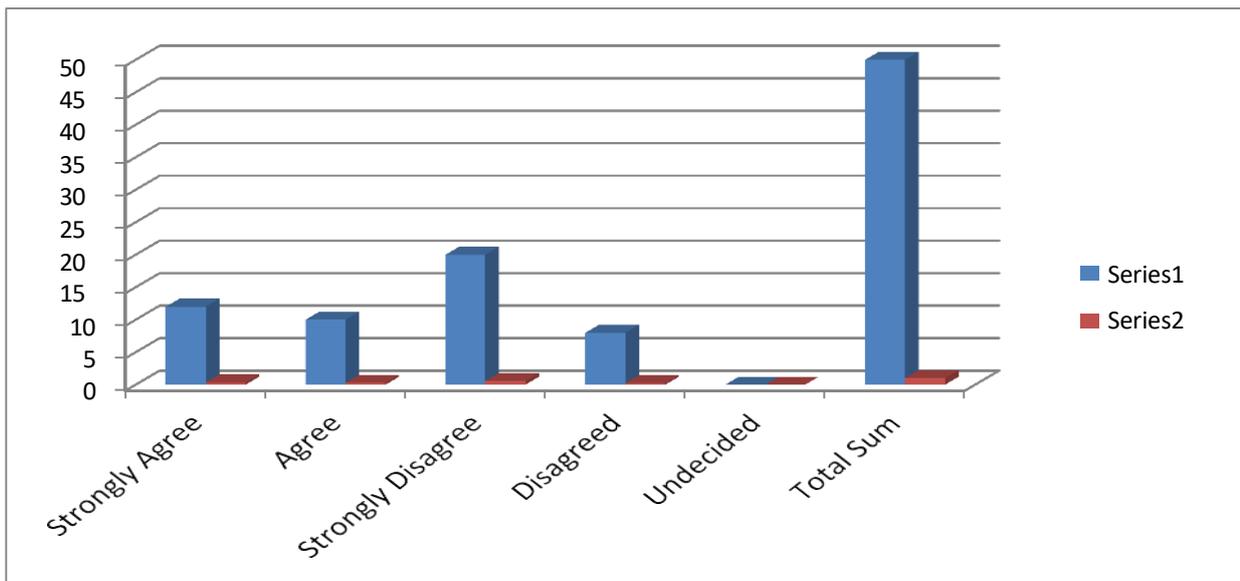
S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
9	11	7	15	11	6	50
Percentage	**31%**	**20%**	**43%**	**31%**	**17%**	**100%**
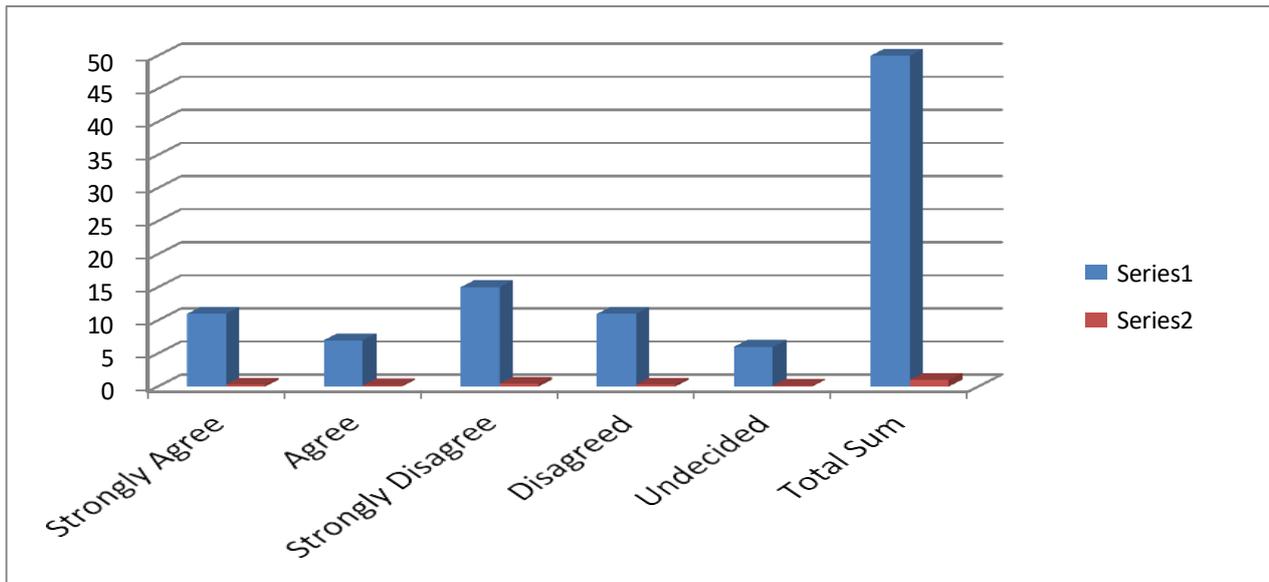
The table presents the results of a survey where participants were asked to express their level of agreement or disagreement with a statement. The responses were categorized into five options: "Strongly Agree", "Agree", "Strongly Disagree", "Disagree", and "Undecided". The survey had a total of 50 respondents. Strongly Agree: 11 respondents, representing 31% of the total, strongly agreed with the statement. Agree: 7 respondents, or 20% of the total, agreed with the statement. Strongly Disagree: 15 respondents, which is 43% of the total, strongly disagreed with the statement. Disagree: 11 respondents, or 31% of the total, disagreed with the statement. Undecided: 6 respondents, or 17% of the total, were undecided. There is a significant percentage of strong disagreement, and a notable percentage of undecided responses.

Table No: 10 To what extent do family and societal expectations contribute to challenges or opportunities for individuals striving to maintain dual careers?
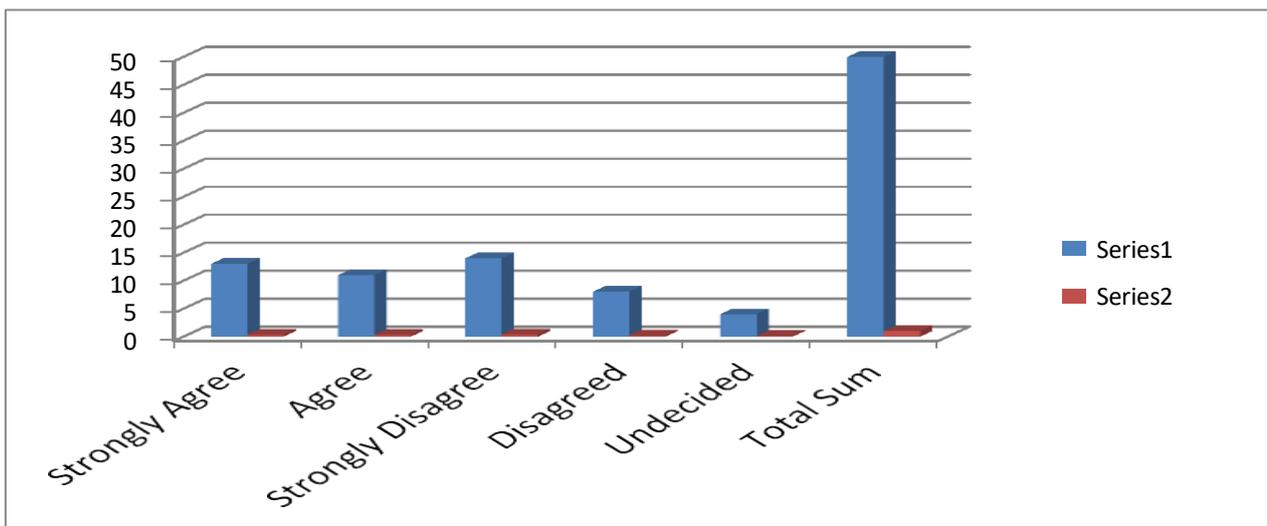
S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
10	12	10	20	8	0	50
Percentage	**34%**	**29%**	**57%**	**23%**	**0%**	**100%**

The survey results indicate a clear divide in opinions among respondents. While a portion of participants selected "Strongly Agree" or "Agree," a notably larger group chose "Strongly Disagree" or "Disagree," with strong disagreement (57%) being the most prominent response. No respondents were undecided, suggesting that participants had firm opinions on the statement.

Table No: 11 How do familial expectations influence individuals' career choices and trajectories within the context of dual careers?
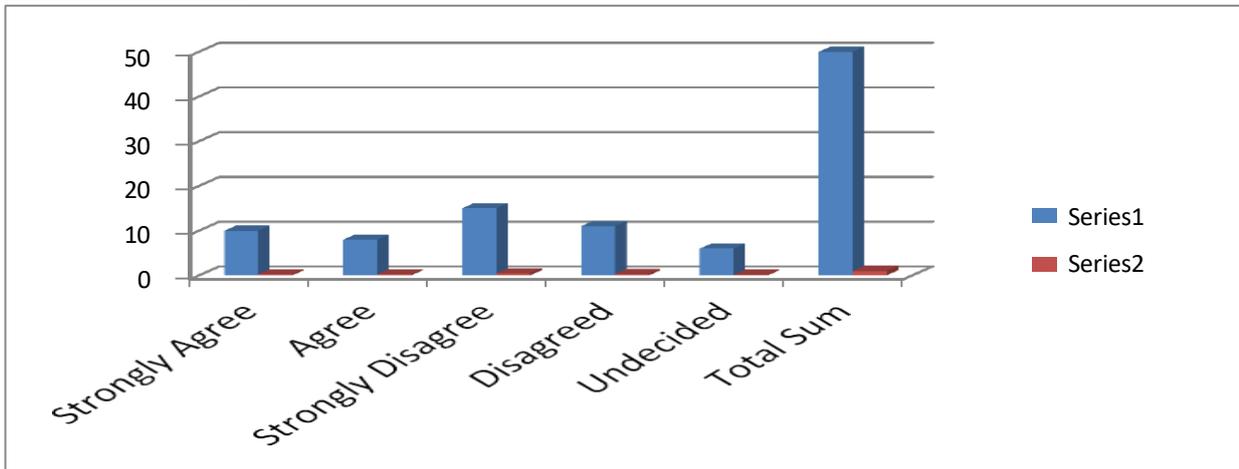
S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
11	13	11	14	8	4	50
Percentage	**37%**	**31%**	**40%**	**23%**	**11%**	**100%**

The survey results show a fairly balanced distribution of opinions among respondents. While a combined total of 68% of participants expressed agreement (Strongly Agree and Agree), a substantial portion (63%) expressed disagreement (Strongly Disagree and Disagree). Additionally, 11% of respondents were undecided, indicating some uncertainty or lack of strong opinion.

Table No: 12 In what ways do societal norms impact the division of responsibilities and roles within dual-career families, and how do individuals navigate these expectations?
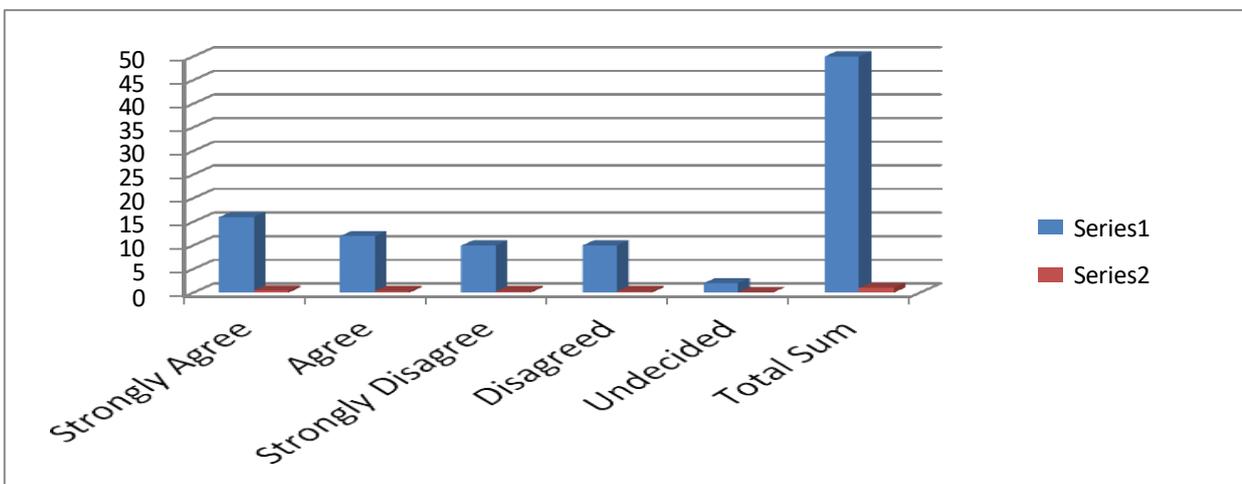
S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
12	10	8	15	11	6	50
Percentage	**29%**	**23%**	**43%**	**31%**	**17%**	**100%**

The survey results indicate a noticeable divide in opinions among participants. While some respondents expressed agreement (Strongly Agree and Agree totaling 52%), a larger proportion expressed disagreement (Strongly Disagree and Disagree totaling 74%), showing that negative perceptions are more prominent. Additionally, 17% of participants were undecided, reflecting uncertainty or lack of strong opinion.

Table No: 13 How does the concept of work-life balance align with or deviate from traditional family and societal expectations, particularly in the context of dual careers?

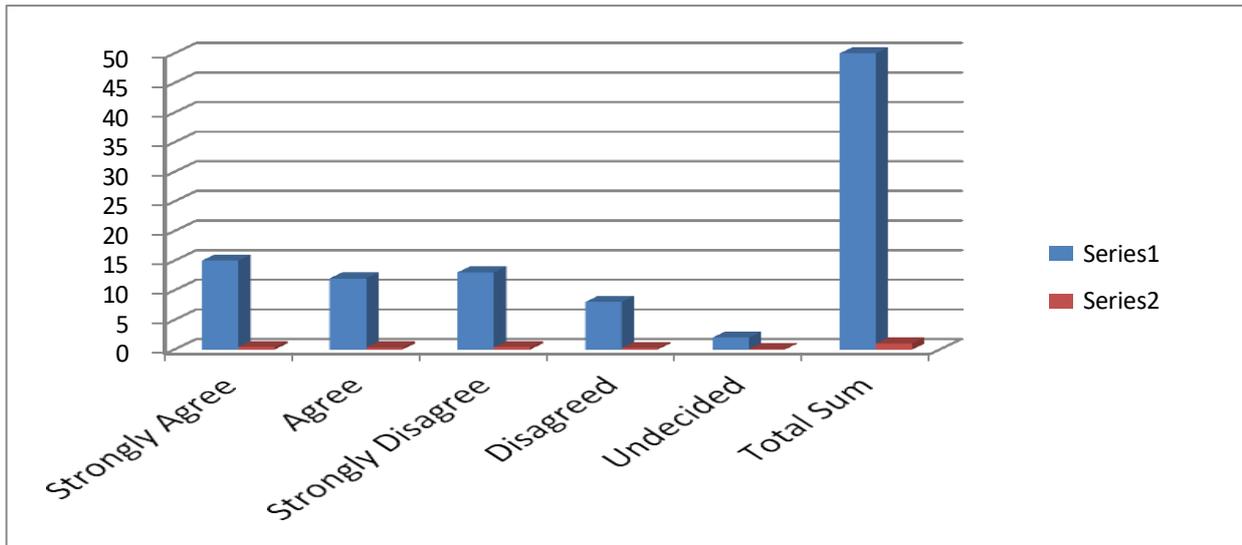| S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
13	16	12	10	10	2	50
Percentage	**46%**	**34%**	**29%**	**29%**	**6%**	**100%**

The survey results show that a majority of participants expressed agreement with the statement, with 46% strongly agreeing and 34% agreeing, indicating overall positive sentiment. However, a

notable portion of respondents expressed disagreement (29% strongly disagreed and 29% disagreed), reflecting differing opinions. A small percentage (6%) remained undecided.

Table No: 14 How do dual-career individuals manage potential conflicts between their personal aspirations and the expectations imposed by their families or broader societal norms?

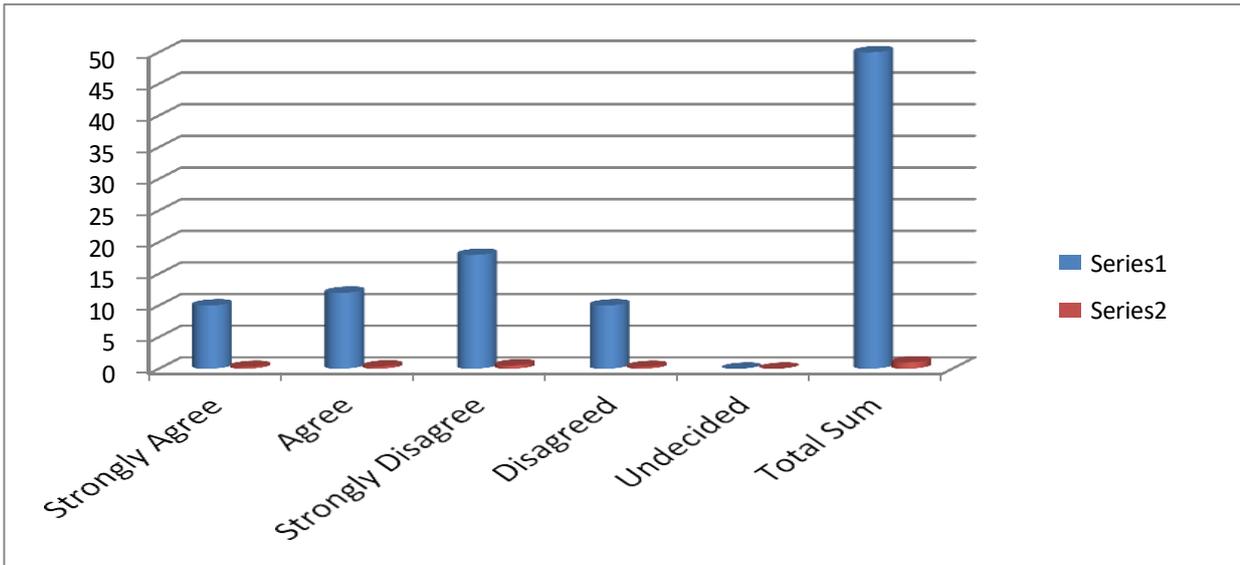| S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
14	15	12	13	8	2	50
Percentage	**43%**	**34%**	**37%**	**23%**	**6%**	**100%**

The survey results indicate a relatively balanced perspective among participants. While a majority expressed agreement (43% strongly agree and 34% agree), a substantial portion also expressed disagreement (37% strongly disagree and 23% disagree). A small percentage (6%) remained undecided, reflecting some uncertainty.

Section 4: Opportunities for Dual Career Women

Table No: 15 Education plays a significant role in empowering dual career women in Pakhtoon society.

S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
15	10	12	18	10	0	50
Percentage	**29%**	**34%**	**51%**	**29%**	**0%**	**100%**

The survey results indicate a clear tendency toward disagreement with the statement. While some participants expressed agreement (29% strongly agree and 34% agree), a larger proportion showed disagreement (51% strongly disagree and 29% disagree), highlighting strong negative sentiment. No participants were undecided, suggesting that all respondents held a definite opinion.

Table No: 16   Entrepreneurship is a viable opportunity for dual career women in Pakhtoon society.
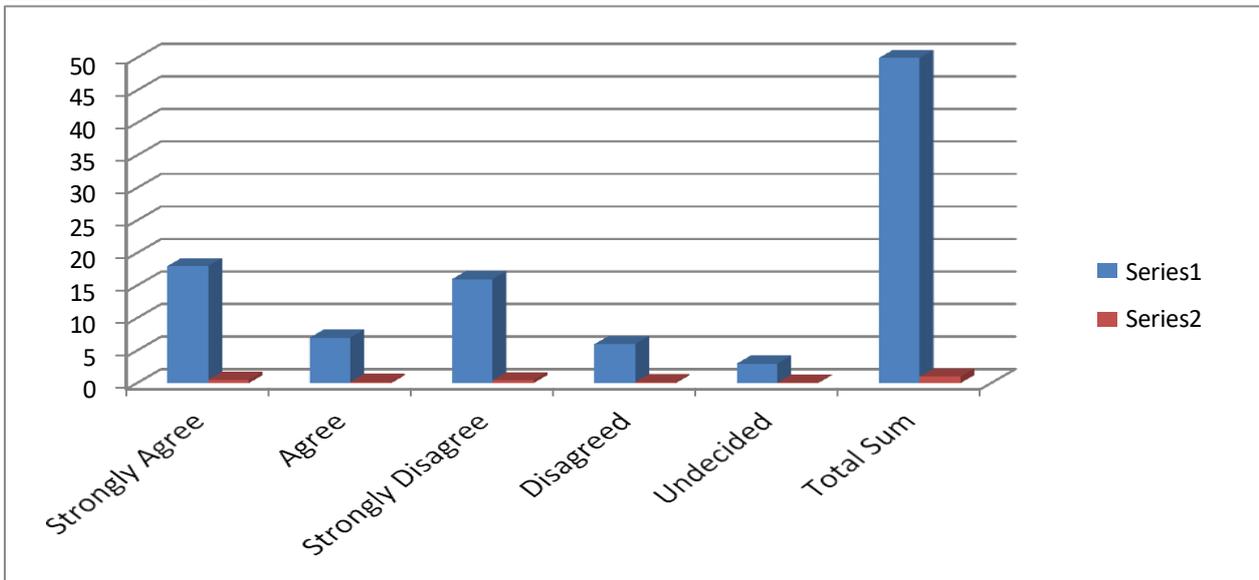
S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
16	23	15	7	5	0	50
Percentage	**66%**	**43%**	**20%**	**14%**	**0%**	**100%**
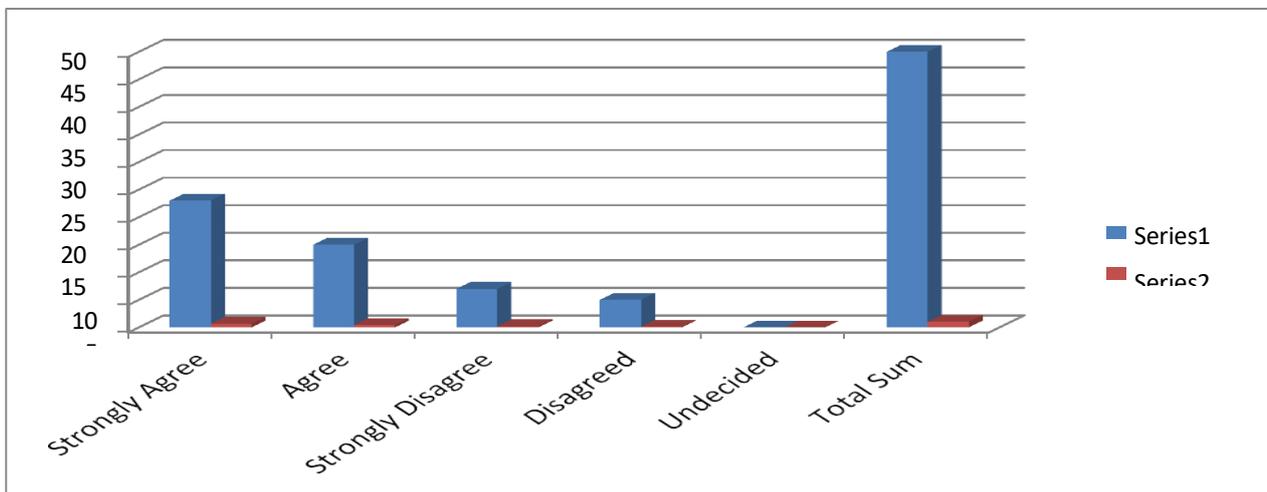
The survey results indicate a strong positive response to the statement, with a majority of participants expressing agreement (66% strongly agree and 43% agree). A smaller proportion of respondents expressed disagreement (20% strongly disagree and 14% disagree), and no participants were undecided.

Table No: 17 Government policies adequately support the professional growth of dual career women.
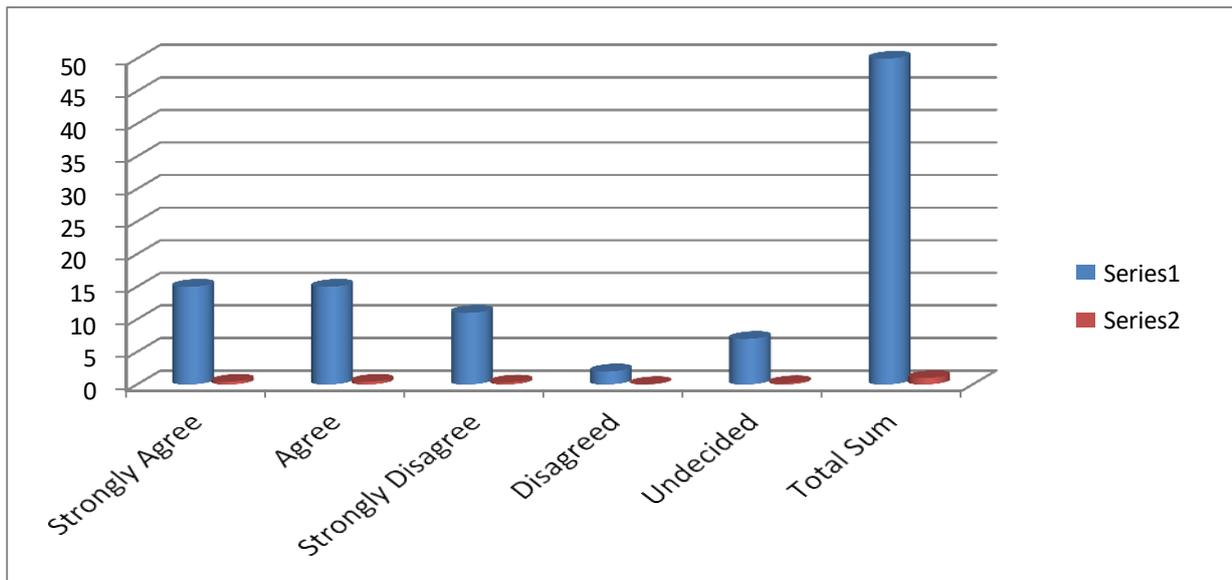
S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
17	18	7	16	6	3	50
Percentage	**51%**	**20%**	**46%**	**17%**	**9%**	**100%**

The survey results reveal a notable divide in opinions among participants. While some respondents expressed agreement (36% strongly agree and 14% agree), a larger proportion showed disagreement (32% strongly disagree and 12% disagree), indicating that negative perceptions are more prominent. A small percentage (9%) were undecided, reflecting uncertainty or lack of a firm opinion.

Table No: 18. I believe I have equal opportunities as my male counterparts in my career.
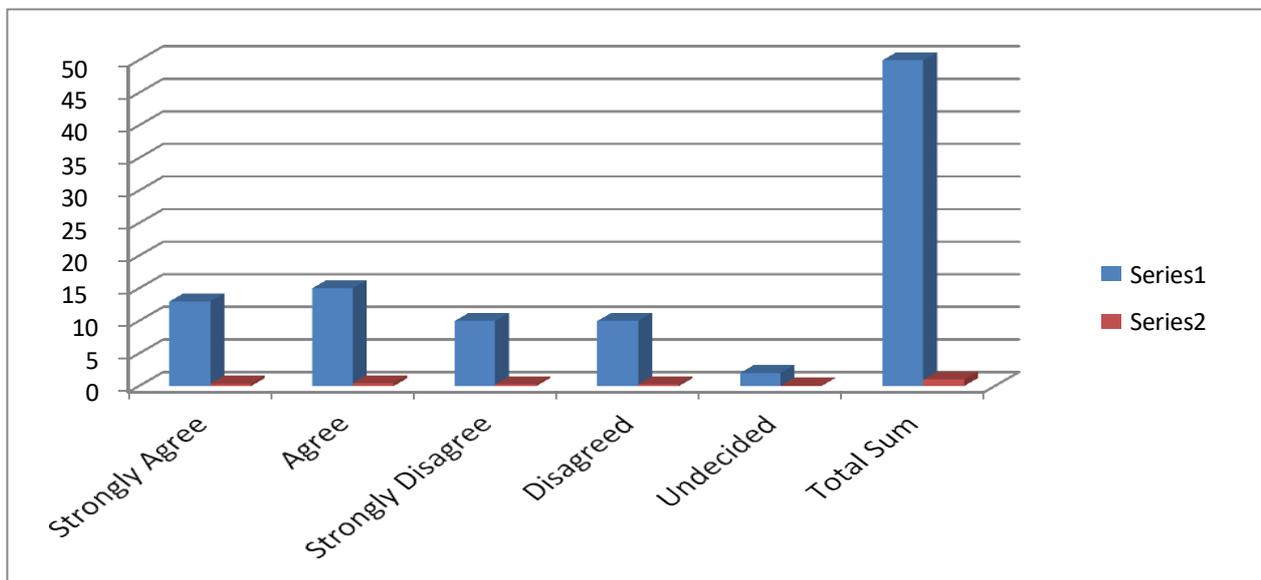
S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
18	15	15	11	2	7	50
Percentage	**43%**	**43%**	**31%**	**6%**	**20%**	**100%**

The survey results show a generally positive response, with a notable portion of participants expressing agreement (30% strongly agree and 30% agree). A smaller group expressed disagreement (22% strongly disagree and 6% disagree), while 14% remained undecided, indicating some uncertainty or lack of firm opinion.

Table No: 19 I have faced challenges in balancing my career and family life.

S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
19	13	15	10	10	2	50
Percentage	**37%**	**43%**	**29%**	**29%**	**6%**	**100%**

The survey results indicate that a majority of participants expressed agreement with the statement, with 26% strongly agreeing and 30% agreeing, showing overall positive sentiment. A smaller proportion expressed disagreement (20% strongly disagree and 20% disagree), while 6% remained undecided, reflecting some uncertainty.

Table No: 20 My family is supportive of my dual career aspirations.

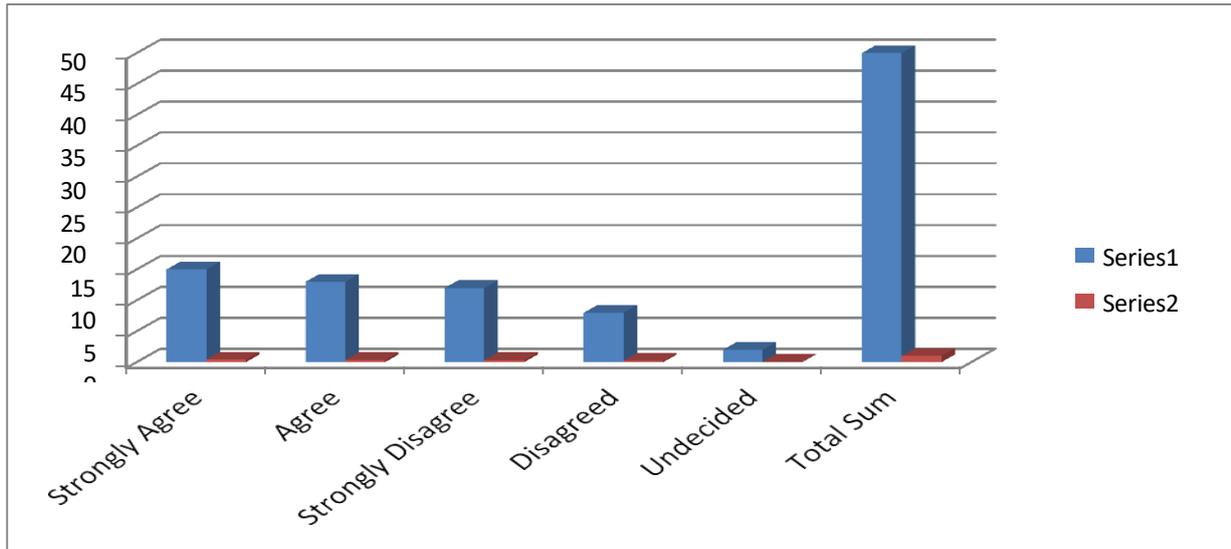| S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
20	10	10	14	14	2	50
Percentage	**29%**	**29%**	**40%**	**40%**	**6%**	**100%**
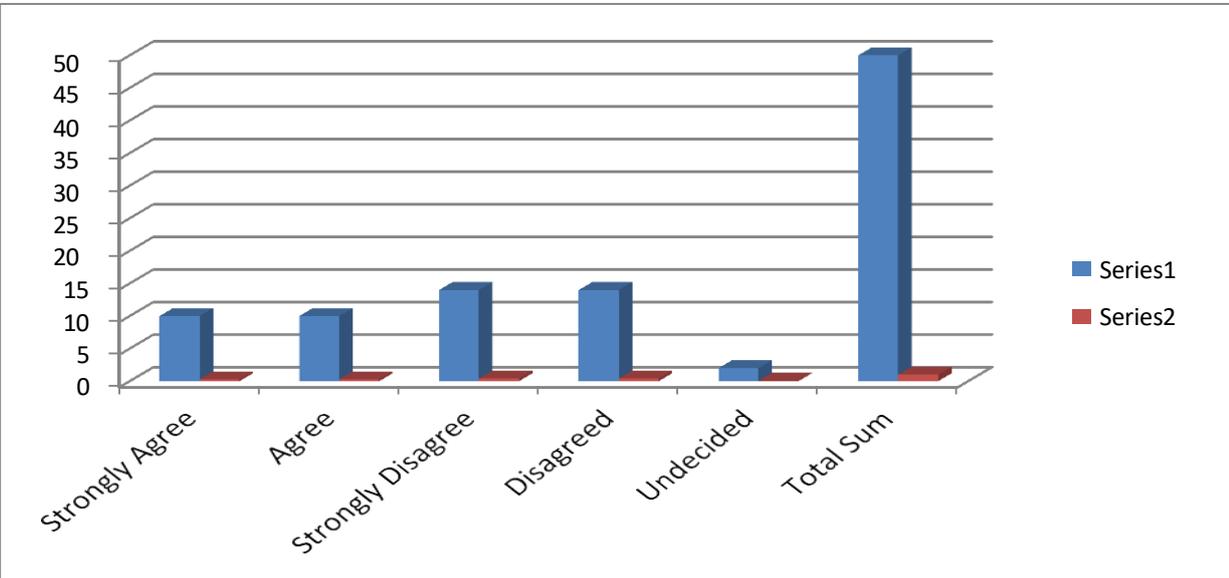
The survey results show that opinions are divided among the participants. A combined 40% expressed agreement (20% strongly agree and 20% agree), while a larger combined portion expressed disagreement (28% strongly disagree and 28% disagree), indicating that negative perceptions are more prominent. A small percentage (6%) were undecided, reflecting some uncertainty.

Section 6: Cultural Sensitivity and Awareness

Table No: 21 There is a need for increased awareness regarding the challenges faced by dual career women in Pakhtoon society.
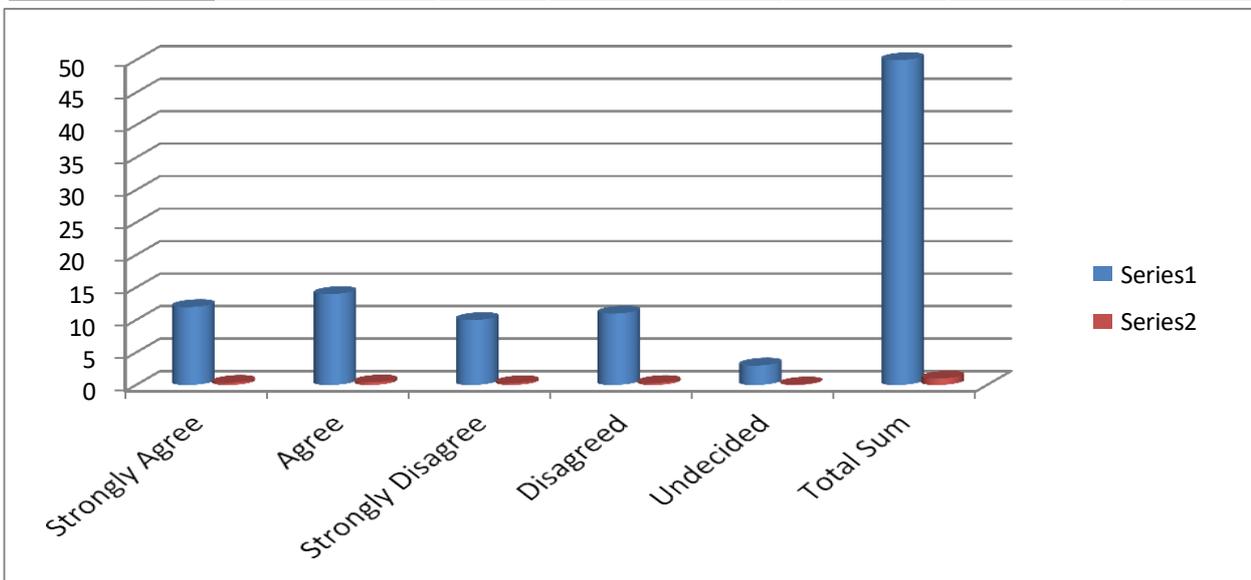
S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
21	15	13	12	8	2	50
Percentage	**43%**	**37%**	**34%**	**23%**	**6%**	**100%**

The survey results indicate an overall positive sentiment among participants. A majority expressed agreement with the statement, with 43% strongly agreeing and 37% agreeing, while a smaller proportion showed disagreement (34% strongly disagree and 23% disagree). A minimal percentage (6%) were undecided, indicating limited uncertainty.

Table No: 22 Cultural norms should be more adaptive to the evolving roles of women in Pakhtoon society.

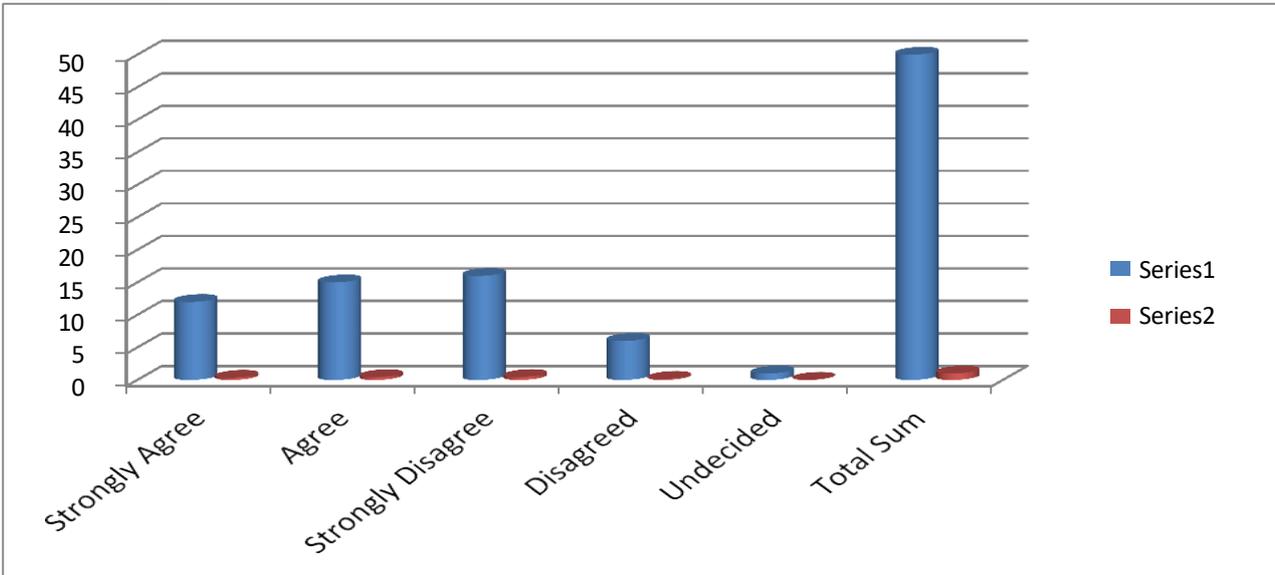| S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
22	12	14	10	11	3	50
Percentage	**34%**	**40%**	**29%**	**31%**	**9%**	**100%**

The survey results show a relatively balanced distribution of opinions among participants. While a slight majority expressed agreement (34% strongly agree and 40% agree), a notable portion also expressed disagreement (29% strongly disagree and 31% disagree). A small percentage (9%) remained undecided, indicating some uncertainty.

Table No: 23 Media plays a crucial role in shaping perceptions about dual career women in
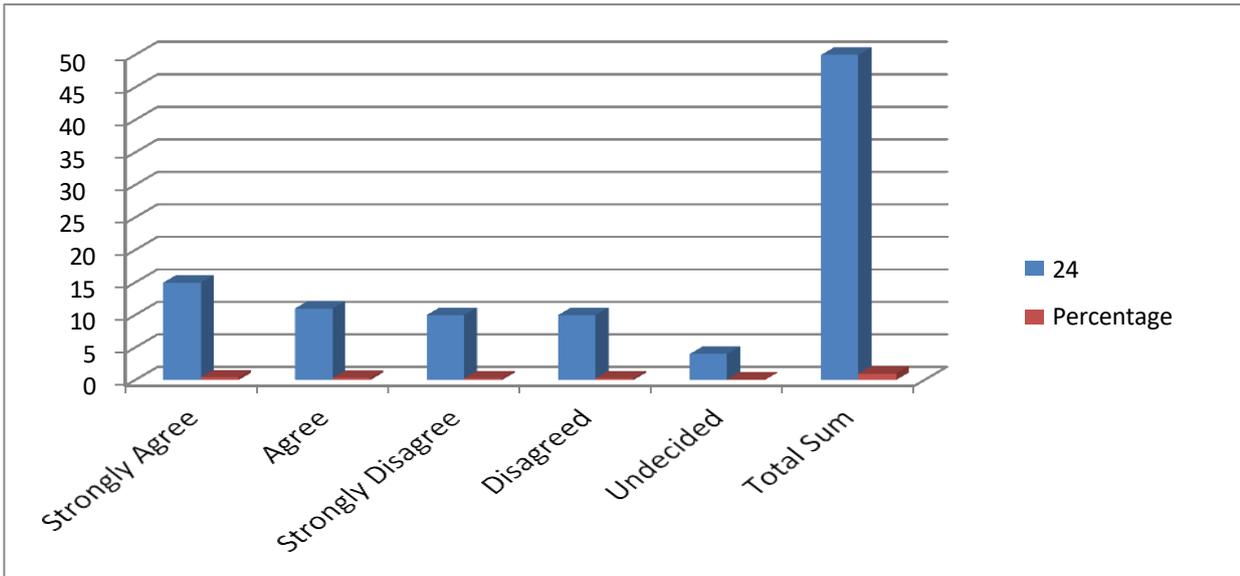
Pakhtoon society.

S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
23	12	15	16	6	1	50
Percentage	**34%**	**43%**	**46%**	**17%**	**3%**	**100%**

The survey results indicate a notable divergence of opinions among participants. While some expressed agreement (34% strongly agree and 43% agree), a larger proportion showed disagreement (46% strongly disagree and 17% disagree), with strong disagreement outweighing strong agreement. A minimal percentage (3%) were undecided.

Table No: 24 What measures do you think could improve the work-life balance for dual career women in Pakhtoon society?
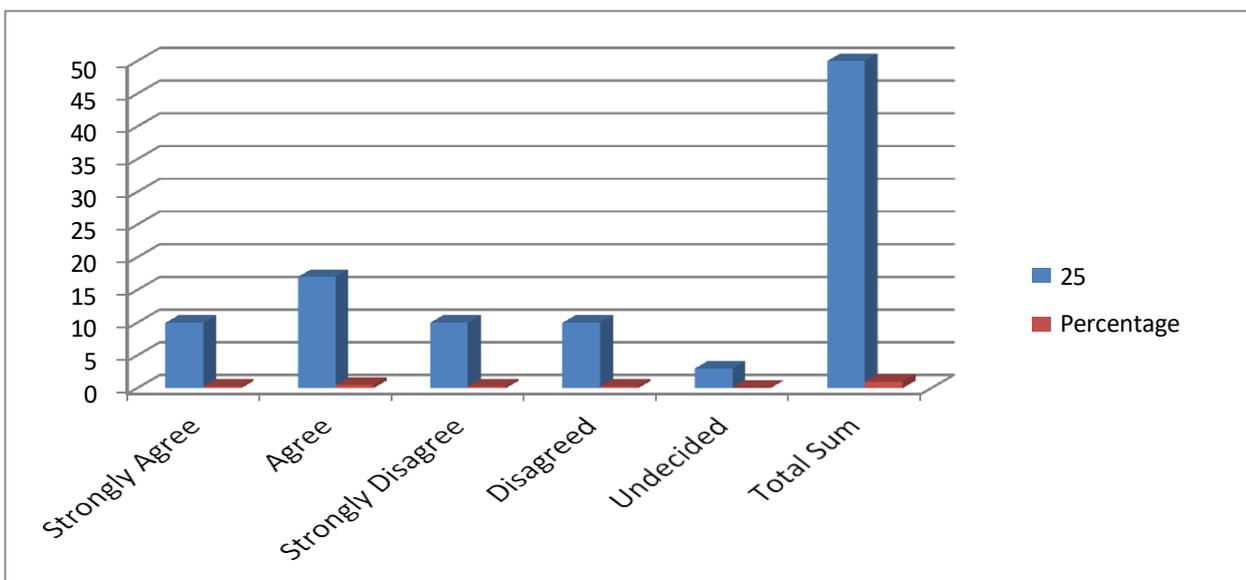
S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
24	15	11	10	10	4	50
Percentage	**43%**	**31%**	**29%**	**29%**	**11%**	**100%**

The survey results show that a majority of participants held strong opinions, with 43% strongly agreeing and 29% strongly disagreeing, making a combined 72% for the extreme responses. Overall agreement (43% strongly agree + 31% agree) outweighs disagreement (29% strongly disagree + 29% disagree), indicating a generally positive sentiment toward the statement. A smaller portion (11%) remained undecided.

Table No: 25 Do you believe educational institutions should play a role in promoting gender equality and dual career aspirations?

S.No	Strongly Agree	Agree	Strongly Disagree	Disagreed	Undecided	Total Sum
25	10	17	10	10	3	50
Percentage	**29%**	**49%**	**29%**	**29%**	**9%**	**100%**

The survey results indicate a mixed but overall positive sentiment toward the statement. A combined 78% of respondents (29% strongly agree + 49% agree) expressed agreement, showing general support. At the same time, disagreement was also notable, with 58% (29% strongly disagree + 29% disagree) expressing opposition. A small portion (9%) remained undecided.

5: Conclusion & Recommendations

Conclusion:

In conclusion, the passage underscores the critical role of education in shaping the minds and characters of individuals, and its significant impact on societal development. It sheds light on the global issue of gender inequality, emphasizing the obstacles faced by women in education, empowerment, and participation. The specific focus on the patriarchal and male-dominated environment in Pakistan, particularly within Pakhtoon society, highlights the urgent need for addressing deep-rooted societal norms and structural barriers. The discriminatory practices against women in social, cultural, economic, and political spheres in Pakistan are portrayed as major impediments to progress. From economic dependence to limited opportunities for investment, the passage paints a vivid picture of the challenges faced by women. Additionally, the influence of religious misinterpretations and societal norms further restricts women's rights and empowerment.

Recommendations:

- Educational Reforms: Implement comprehensive educational reforms to promote gender equality and ensure that both men and women have equal access to education at all levels. This includes addressing socio-cultural and economic barriers that hinder women's educational participation.
- Economic Empowerment: Develop initiatives and policies that empower women economically, providing them with equal opportunities for employment and investment. This can include promoting entrepreneurship among women and creating a supportive economic environment.
- Legal Reforms: Enact and enforce laws that protect women's rights and address gender-based discrimination. Legal reforms should aim to eliminate discriminatory practices and promote gender equality in all spheres of life.
- Community Awareness: Conduct awareness campaigns at the community level to challenge traditional gender roles and norms. Promote the importance of women's education, empowerment, and participation in societal development.
- Government Commitment: Ensure government commitment to providing equal opportunities for both men and women in public activities. Implement policies that encourage women's active involvement in political, economic, and social spheres.
- Religious Education: Promote accurate and empowering interpretations of religious teachings regarding women's rights. Encourage religious scholars to take a stance against gender-based discrimination and advocate for women's empowerment.

International Collaboration: Seek collaboration with international organizations and communities to share best practices and experiences in promoting gender equality and women's empowerment.

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