



## The Characteristics of the Masculinity and its Role in Women Empowerment in Pakistan

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### Abstract:

This study aimed to explore masculine characteristics, supportive and unsupportive roles of males in women empowerment. A qualitative research with a purposive sampling technique was conducted on 20 married working and non-working female participants with age range of 18-55 years. Self-developed questionnaire in Urdu language was used for data collection. Data was gathered through in-depth semi-structured interviews. After transcribing interviews, data was analyzed through thematic analysis. About twenty-four major themes emerged. For father's role; strong support system, role model, skill & personality developer, vigilant role in socialization, supporter in pursuing education, psychological and emotional bonding, health caregiver, activity and recreation, influential personality, career aspirations. Brother role is defined as; unconditional supporter, intimate siblings about career building, positive support in academics, health caregiver, partner in crime, strong communication. Husband role was categorized as; Intimate partner about family planning matters, emotional & psychological support, participation in household work, productive and influential in career development, caring & nurturing attitude about children, equal decision-maker, benevolent sexism, hostile sexism. It was found that working and non-working women have more support from their fathers in every aspect of their life. Brothers have not been playing significant role in non-working female lives. While husbands are more supportive for female who were career oriented as compared to housewives.

**Keywords:** Pakistan, masculine characteristics, supportive role, unsupportive role, socialization, benevolent sexism, hostile sexism, career aspiration, vigilant role

### INTRODUCTION

In various society the phenomena of male's role importance or male gender in life of females is although different but cannot be ignored. Males significantly play an important role in life of

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females as a father, brother and as a husband (Macnamara, 2004). In most of cultures fathers play supportive, vigilant and cooperative role for their daughters so that they can easily tackle problems and obstacles outside (John, 2018).

In almost all cultures, father daughter bond is discussed in various researches. Fathers are not only breadwinner in families but also act as a symbol of support, shelter and unconditional love. In some cultures, fathers are also considered as a decision-making authority for daughters as well as a guide and helper for them in facing the hardships and hurdles of outside world (John, 2018).

On the other hand, brothers also play an important role in life of sisters thus if siblings have no parents then elder brothers play a role as a guardian in their sisters' life. They deal with them as loving, kind- hearted, protector, and fighter and as a soft- spoken person. But, according to some values and beliefs, brothers regard their sisters as a sign of honor (Jambon et al, 2018).

A husband plays an organizing role in life of his wife and children. So, if a husband is loveable, loyal, responsible and caring in nature then both can face the ups and downs of their life bravely. In a marriage relationship, strong bonding and understanding each other's issues is important. Marriage is a contract between two persons that unite husband and wife economically, socially, legally and emotionally that is usually based on healthy relationship (Scribner, 2014).

## **LITERATURE REVIEW**

### **Father's Role in Daughter's Life**

Father and daughter bonding is debated in every culture with different researches. In most of families fathers are not only playing role of breadwinner but also act as a sign of protective cover, unconditional love and support for their daughters. But according to some cultures fathers act as a decision-making power for their daughters as well as helping hand and guide for them regarding the difficulties and problems daughters face from the outside world (John, 2018).

Scutti (2013) found that those daughters who have close and healthy relationship with their fathers can spend good time as compared to those who does not share healthy relationship with their fathers. In this study Alcala (2014) explored that mostly children spend a lot of time with their elder brothers and sisters as compare to their parents and in this regard they seek high care and attention from their siblings. Sibling act as a behavioral model as well as culture breaker for transformation of social values.

A study explored by Saleem and Ajmal (2018) to see the experiences of successful women (professions) in academic of Pakistan about work-family balance. The purpose of this study was to see attributes and experiences of successful professionals that influenced regarding the progress of their career building. Findings of this study illustrated that fathers played distinguishing, motivating and determining role in the career building of their daughters. Opondo, Redshaw and Quigley (2017) conducted a study of father's role about development and health related behaviors of children especially in life of daughters. Findings revealed that participation of father in early growth of his children explore positive emotional and psychological factors.

### **Brother's Role in Sister's Life**

In life of sisters every brother plays a significant role and if girls have no parents then their elder siblings especially their brother act as a custodian for them. Brothers play role of a kind-hearted,

protective as a light-hearted man in life of their sisters. Role of brothers also vary according to culture and beliefs where brothers consider their sisters as an element of honor for themselves. But according to Pakistani culture indigenously many people give priority to their sons over their daughters (Jambon, Plamondon, Daniel, and Jenkins, 2018). Alcala (2014) found that children who mostly grow up with their elder brothers and sisters like to spend lots of time with them as compared to their parents. Around the world, younger sibling always expects from others to get care and interact socially. While regarding child and parent communications, siblings act as a breaker of culture in order to change social values around society where sibling act as a behavioral model. Ryherd (2011) conducted a study regarding predictors of academic achievement to find out role and aspects of peer bonding of elder sibling (brother) among sisters. It showed from the findings that elder brothers as well as elder sisters depicted positive warmth and support upon academic achievement of their younger ones.

### **Husband's Role in Wife's Life**

Husband also plays very major role in life of his wife as well as for development of his children. He acts as affectionate, accountable and as a nurturing figure in life of his wife so that both spouses jointly face hardships of their life. For maintenance of long lasting and strong bonding of married life it is necessary to understand each other's issues calmly (Scribner, 2014).

Kiani (2003) conducted a study of husband's role in family planning regarding the cultural context of Pakistan in order to explore the supporting attitude of husbands regarding the participation and usage of family planning techniques. It was showed from findings that many husbands agreed upon practice of contraceptive measures and also participated in welfare programs of family planning with their wives.

Vadnjal and Vadnjal (2012) explored in the study the role of supporting husbands regarding the career building of their wives which they faced during edge point of their career regarding decision-making and hindrances about environment of business. It was illustrated from results that husband's support for promotion of wives' career after married life was crucial.

## **THEORETICAL FRAMEWORK**

### **Social Role Theory**

It deals with psychological theory in which similarities and dissimilarities regarding behaviors of society on basis of sex are discussed. This theory focuses on those differences and similarities which are assigned by society to men and women on basis of their social roles (Eagly, 1997).

### **Gender Role Theory**

Focuses on those values and beliefs recognized by society due to being a man and woman. Both male and female have kept different assigning roles that are allotted for them by society differently. On the basis of their roles both male and female are judged from different expectations that how they have to behave in a society within their roles (Shimanoff, 2009).

### **Rational of The Study**

The study was designed to explore masculine characteristics and roles of fathers, brothers and husbands that have been playing significant contribution in female's empowerment within socio-

cultural context of Pakistan. Little data was found regarding unmarried working females, however, the present research compared the perception, similarities and differences in challenges of working and non-working married females in order to explore supportive and unsupportive role of males in their life.

This study aims: to identify positive masculine characteristics within sociocultural context of Pakistan, and; to explore supportive and unsupportive role of father, brother, and husband in life of working and non-working married females in their empowerment. The study focused on the following research question from married working and nonworking women: What is the role of father, brother and husband in your life?

## **RESEARCH METHODOLOGY**

The purpose of this study was to explore masculine characteristics by identifying role of males in life of females as a father in life of a daughter, as a brother in life of a sister and as a husband in life of a wife.

### **Design**

The present study was comparative, while researcher used qualitative framework and for the purpose of data collection in depth semi structured interviews were conducted.

### **Participants**

Participants of this study were 20 working and non-working married females. Females were selected purposively from different areas of Lahore within two different age groups like young adults (18-35) and middle adults (36-55).

### **Tool**

The tool of this study was consisted of self-constructed questionnaire after reviewing literature. Data was gathered through in-depth structured interviews. The main purpose of this study was to explore the perception of females about their fathers, brothers and husbands' character in their life. The data was analyzed through thematic analysis.

### **Inclusion & exclusion criteria**

Young and middle adult females and working as well as non-working married females were selected as an inclusion criterion while male participants and unmarried females were excluded in the present study.

### **Procedure**

A Self-developed questionnaire was used to collect data in Urdu language due to native language. Before starting interview, the consent and ethical considerations of all female participants was ensured. Working married females classified as six females selected from two different teaching institutions, two working females were owner of beauty salon and other two females belonged to different medical professions. One participant did Diploma in Homeopathic Medicine and Surgery (DHMS) while the other one was Lady Health Worker (LHW). All interviews were audiotaped with permission. The recorded interviews were transcribed on the basis of literature review and expert opinion.

## RESULTS

### Demographical Information of Married Female Participants

The demographical information of twenty participants of working and non-working married females were gathered. Ten female participants belonged to different professional categories and other ten female participants were household females. Their husbands and fathers were either doing private jobs or government jobs and all participants were living in joint or nuclear family system. (See table 1)

**Table 1** Demographics of the participants (N=20) of working and non-working married females

<b>Variables</b>	<b>Categories</b>	<b>f</b>	<b>%</b>
<b>Females</b>			
<b>Age</b>	18-35	10	50.0
	36-55	10	50.0
<b>Education</b>	Matric	3	15.0
	FA	2	10.0
	BA	6	30.0
	MA	4	20.0
	MPhil	3	15.0
	DHMS	1	5.0
	LHW	1	5.0
<b>Profession</b>	Housewife	10	50.0
	Teacher	6	30.0
	Lecturer	2	10.0
	Medical profession	2	10.0
<b>Birth Order</b>	Ist	8	40.0
	2 <sup>nd</sup>	3	15.0
	3 <sup>rd</sup>	1	5.0
	4 <sup>th</sup>	4	20.0
	5 <sup>th</sup>	1	5.0
	6 <sup>th</sup>	2	10.0
	8 <sup>th</sup>	1	5.0
<b>Monthly Income</b>	20,000	7	35.0
	30,000	1	5.0
	50,000	6	30.0
	60,000	6	30.0
<b>Father's Education</b>	Uneducated	2	10.0
	Primary level	5	25.0
	Matric	5	25.0
	Intermediate	3	15.0
	Graduation	2	10.0
	Masters	3	15.0
<b>Father's Occupation</b>	Business	11	55.0
	Private Sector Job	3	15.0
	Govt Sector Job	4	20.0
	Retired	2	10.0
<b>Mother's Education</b>	Uneducated	6	30.0
	Primary	1	5.0

	Middle	5	25.0
	Matric	3	15.0
	Inter	3	15.0
	BA	1	5.0
	MA	1	5.0
<b>Brother's Education</b>	Middle	2	10.0
	Matric	2	10.0
	FA	3	15.0
	BA/ BS	7	35.0
	MA/ MSC/ Mcom	5	25.0
	MS	1	5.0
<b>Brother's Occupation</b>	Business	9	45.0
	Private sector job	9	45.0
	Gov. sector job	2	10.0
<b>Husband's Education</b>	Uneducated	2	10.0
	Middle	2	10.0
	Matric	2	10.0
	Graduation	6	30.0
	Masters	7	35.0
	DHMS	1	5.0
<b>Husband's Occupation</b>	Business	6	30.0
	Gov. job	2	10.0
	Private job	11	55.0
	DHMS	1	5.0
<b>Family System</b>	Joint	8	40.0
	Nuclear	12	60.0
		20	100.0

### Themes Generation

In the present study, results were analyzed through thematic analysis. The emerging and sub-themes were recognized from responses of the working and non-working women, then major themes were formulated and comparison is drawn as following in (Table 2, 3, 4).

**Table 2** *Father's role in life of females (daughters)*

Major themes	Sub-themes	
	Working women	Non-working women
<b>Strong support system</b>	Supportive Cooperative	Sympathetic
<b>Role model</b>	Follower of ethical principles One man rule Responsible	Ideal Authoritative
<b>Skill &amp; personality developer</b>	Skill builder Opportunity provider Soft skill development builder Motivator of skill & personality developer Lenient regarding skill &	Inspirational Hardworking

	personality development	
<b>Vigilant role in socialization</b>	Put check & balance upon daughters As a monitor about socialization Vigilant attitude free hand	Keep an eye Socially active
<b>Supporter in pursuing education</b>	Helpful in education Inspirational in education motivational role in education Supportive	Bear financial expenses
<b>Psychological and emotional bonding</b>	Bonding with father Closeness with father Loving & caring Affectionate	Fear Love
<b>Health caregiver</b>	Conscious about health Concerned about our diet Father became tensed on being illness of daughter	Bear health medication expenses
<b>Activity and recreation</b>	Fond of travelling Enthusiastic about recreation Fun loving	
<b>Influential personality</b>	Humble personality Cheerful Serious Pleasant Authoritative	
<b>Career aspirations</b>	direction for my career a career builder authorized and directed career supported beyond boundaries pave out career integral part for the promotion of career	

**Table 3** *Brother's role in life of females (sisters)*

<b>Major themes</b>	<b>Sub-themes</b>	
	<b>Working women</b>	<b>Nonworking women</b>
<b>Unconditional supporter</b>	facilitator supporter helping hand companion caring & loving person responsible person	

<b>Intimacy among siblings about career building</b>	advisor about career helped in smooth career urged in continuation of job An unforgotten role regarding career
<b>Positive support in academic achievement</b>	mentor in education counselor in education played helpful role in education highly cooperative role in education
<b>Health caregiver</b>	Conscious about health Conscious about diet
<b>As partner in crime (about playing games &amp; videogames)</b>	High spirited about playing video games Fun loving Game mate Sports partner
<b>Strong communication</b>	Strong bonding A true companion A great sharer Participator in issues

**Table 4** *Role of Husband in life of females (wife)*

<b>Major themes</b>	<b>Sub-themes</b>	
	<b>Working women</b>	<b>Non-working women</b>
<b>Intimate partner about family planning matters</b>	Cooperative about family planning matters Helpful about family planning Jointly settled an issue about family planning Affectionate regarding family planning Decided mutually about family planning Give equal value to family planning	Decision maker in family planning matter



<b>Emotional psychological support</b>	<b>&amp;</b>	Non-conflicting role of husband about spousal relation An equitable person for maintaining smooth relationship Peaceful about spousal relationship Plays united role to maintain spousal relation Non-cooperative Conflicting in nature Spouses should be flexible about maintenance of marital relation Loveable Responsible Supportive Pleasant Caring in nature Built a friendly relationship	Less emotional attachment Poor expression Hidden love and care Compromises Adjustment Responsible Mental torture
<b>Participation in household work</b>	<b>in</b>	Helpful in housework participation Showing cooperativeness whenever needed Caregiver about housework participation	Unhelpful Workload Ungrateful
<b>Productive and influential in career development</b>	<b>and</b>	Husband helps to proceed my career position Paves out my career position Gives way to my career Coordinates regarding my career promotion	
<b>Caring attitude about children</b>	<b>&amp;Nurturing about</b>	Caregiver Humbleness Kind-hearted Caring properly and in right way Attentive about childcare & studies Concerned about childcare & studies Participates about training of children Nurturing about childcare & studies	Not bother to look after children Fulfill needs Attachment
<b>Equal maker</b>	<b>decision-</b>	Settlement about decision making Verdict in decision making A good-decision maker freedom of opinion freedom of choice	Inequality in decision making
<b>Benevolent sexism</b>		No need to do job as husband fulfills all basic needs on quitting job Single salary is enough to run a family instead to take a burden Walk with family & children leisurely	

	Concerns about wife's struggle about career
<b>Hostile sexism</b>	Straggler and always try to end profession

## THEMATIC ANALYSIS

The results revealed the major themes extracted from the initial themes and responses of the working women WW and non-working women NW about the role of fathers in life of daughters, brother's role in life of sisters and husband's role in life of wives either supportive or unsupportive.

### Supportive Role of Father

When the question was asked about the role of father. First major theme was, Strong support system that was derived from following response of the participants about father's role; the first working women said that, my father helped me in doing my homework. WW2 said, our father worked hard for our strong foundation and supported us from every angle. WW3- He worked for the welfare of human beings and always supported me in every part of my life.

The first non-working said that, my father supported me a lot in purchasing house after marriage. NW3-My father supported me from every angle and played an important role in my life. NW5-My father provided freedom of job and he supported a lot about my job.

Second major theme was role model that was derived from the following response of the participants; the first working women said that, as my father strictly followed pattern of Islam and had a reputation in the family as a worshipper and a pious human being. WW2-My grandmother appreciated my father as he performed all the responsibilities of his younger siblings as a responsible brother & as a good son. The nonworking2-My father played highly responsible role about responsibilities of house especially for children and persuaded us to follow the moral and ethical values. NW5-My father offered prayers with punctuality and provided a good Islamic knowledge.

Third major theme was, skill and personality developer that was derived from the following response of the participants; the first working women said that, WW1-My father played a major role in development of my career, in order to help us in facing ups & downs of life. WW2-As there was not any facility regarding library in my college therefore on his off days from job, my father often took me to public library and his whole day spoiled just because of me but he never expressed. The nonworking 3-My father encouraged us by increasing our confidence at every step of our life. NW4-My father taught me how to cope with ups and downs of society by increasing my self-esteem.

The fourth major theme was, vigilant role in socialization that was derived from the following response of the participants; the first working women said that, WW2-As such my father never put restrictions upon our dressing. But he didn't like that his daughters wear light and black colored clothes on special occasions like on Eid. Otherwise he never commented on our dressing style. The nonworking1-My father never allowed me to visit at friend's house. There was limitation in my family to meet with friends. NW2- My father never allowed us to visit at friend's house but had given permission when came to know about the background of my friend's family.

The fifth major theme was, supporter in pursuing education that was derived from following response of the participants; the first working women said that, WW1-My father was highly conscious about my studies as he himself taught me and he sometimes dropped me for school too. WW-2 I completed my MPhil because of my father. He did extra job in order to fulfill my educational expenses and he dropped me school daily.

The sixth major theme was, psychological and emotional bonding that was derived from following response of the participants; the working women said that, WW1-My father had high concerns on every issue of mine. WW2-Due to his hard duty my father took time especially for us to cook as he knew that his children liked to eat food which he made by himself. The NW1 said that, I avoid to share my personal issues with my father as he became tense and became sad. But my father understood my issues. WW2-My father never treated me like a girl but as a son. He treats me without gender discrimination.

The seventh major theme was, health caregiver that was derived from following response of the participants; the first working women said that, WW1- My father played an active role about my health as once in my childhood when I fell down in park while taking swings I had severe injury and he looked after my health and diet. WW2-When I had dengue fever my father stayed with me at hospital. He himself cleaned me whenever I vomit. He played highly significant role in my health and diet. NW1-My father played highly possessive role about my health in childhood. He immediately took me to doctor and once he quarreled with doctor because doctor considered my illness as a suicidal attempt. WW2-My father became highly caring about my health. When once I become ill he asked daily about my condition and arranged special eatables for my recovery.

The eighth major theme was, activity and recreation that was derived from the following response of the participants; the first working women said that, WW1-My father enjoyed traveling with us. WW2- Despite shortage of time my father took us for recreational trips. The NW2-My father played a very active role regarding recreational activities. He took us for recreation on holidays to northern areas and enjoyed with me a lot. NW3-My father usually took us for recreation on Sundays. We mostly visited Lahore fort.

The ninth major theme was, influential personality that was derived from the following response of the participants; the first working women said that, WW1-My father was recognized as an Islamic personality in family. WW2- My father kept neutral personality as he has seriousness as well as humor by nature. The NW1- My father was a less expressive person. His simplicity was obvious from his behavior. NW2- My father never showed rudeness in his attitude. He was a humble person by nature. NW1 said that, WW2-Before marriage my father helped me in my career and to meet my career goals.

The tenth major theme was, career aspiration that was derived from following responds of the participants; the first working women said that, WW2-Before marriage my father helped me in my career and to meet my career goals. WW3-My father played a leading role in my career and taught how to face ups and downs of life. WW6-Role of my father in my career cannot be denied because of his efforts, I was able to reach my goals.

### **Supportive Role of Brother**

When the question was asked about the role of brother. Eleventh major theme was unconditional supporter, derived from responses NW1-My elder and younger brother's role was always positive and they acted as a helping hand for me. WW2- Without my brother my childhood was incomplete, because there was not much age gap between us. NW1- My brothers without expressing help and support me both financially and physically. WW2-My elder brother is a responsible being of my family while younger one is highly close to me. He is frank with me and shares everything.

The twelfth major theme was, intimacy among sibling about career building that was derived from following responds of the participants; NW1 said that, my brothers helped me in selection of subjects and my elder brother fully supports me to carry on my career. WW2-I selected in PPSC during course work of MPhil and just because of my brother's effort, I was able to appear in an interview despite his arm fracture.

The thirteenth major theme was, Positive support in academic achievement (elder and younger brother) that was derived from the following response of the participants; WW2-My elder brother arranged tutor for me. He provided pick & drop to tuition. While my younger brother helped me in understanding IT functioning. He provided information about new technology. WW3-One of my elder brother played very significant role in my educational career by providing forms of admission in colleges, submitted our fees and informed us about exams startup dates.

The fourteenth major theme was, health caregiver that was derived from the following response of the participants; WW1-Both of my brothers were conscious about my health and took me to doctor for medicine whenever needed. WW2-My brother was tense to see my health and played an active role in my health. NW1-My brother played caring and affectionate role about my health. He got medicine for me and arranged things whenever I needed. NW2- My brother is like father to me. He always tried to bring things of best & good quality. He took me to doctor and also take proper care about my medicine.

The fifteenth major theme was, partner in crime that was derived from the following response of the working women participants; WW1-We shared activities on special events like decorations on Independence Day and played video games on computers. WW2- I played different games with my brothers whether it was about playing video games or other outdoor games. NW1-My brother shared jokes with me and cousins. He also played games like Ludo and video games with me in my childhood days. NW2-We both used to play video games on computers. We also played musical chair, Ludo and cards game etc. together.

The sixteenth major theme was, strong communication that was derived from the following response of the participants; WW1-I shared everything about my study and about my life matters with both of my brothers and they always showed sympathy about my each and every problem and issue. WW2- We share everything with one another and even my brother shares his issues of office as well as household issues with me. NW1-My brother always takes stand for me & supports me about my in laws' issues. He always wants to do something for me. NW2- My brother shared all issues and matters with me.

### **Supportive Role of Husband**

When the question was asked about the role of husband. The seventeenth major theme was, intimate partner in family planning matters, that was derived from the following response of the participants; WW1-I decides about family planning and my husband fully supports me in such regard. WW2-My husband fully supports me but there is pressure from my family to have a second child, but he prefers my health. Nonworking NW4-My husband knows my own point of view about family planning. He fully supports me in this matter. NW6-My husband plays highly supportive role regarding family planning matters. He says that it's necessary for us to fulfill all basic needs of our kids.

The eighteenth major theme was, emotional and psychological support that was derived from the following response of the participants; WW1-Overall I have a good time with my husband but as dual earner we have less time together otherwise no issue at all. WW2-My husband always avoids to create issues in our relationship and if something goes wrong then he tries to sort it out. He always takes care about my self-respect and tries to make our relationship smoother and sound. Nonworking NW1-We are spending comfortable life together. As spousal relationship based on friendly environment. He cares about me and cooperates with me regarding household matters. NW2-My husband gives preference to his spousal relationship. He never discriminates between me and my mother in law. He always keeps his wife & children on top.

The nineteenth major theme was, participation in household work that was derived from the following response of the participants; WW1-My husband always helps me to do outside chores due to his tough duty timing. WW2- After the birth of a child my husband helps me a lot in doing household work. WW3-In hour of need my husband fully assists me in doing household work. Nonworking NW1-My husband fully supports me in household work. He also helps me in doing kitchen work. NW2-My husband helps me in doing housework when he is free. He plays a significant role regarding household help. He also knows how to cook.

The twentieth major theme was, productive and influential in career that was derived from the following response of the participants; WW1- After married life my husband played a vital role in promotion of my career. WW2- My husband plays an active role in my career and supports me also in this regard.

The twenty-first major theme was, caring and nurturing attitude for kids that was derived from the following response of the participants; WW1-My husband spends time with his kids. He plays with them and points out children about their wrong behavior. WW2-My husband knows his daughter's routine very well despite his tough duty timings and he spends time with her daughter. NW1-My husband is vigilant about his children brought up and tries to adopt caring and friendly domain with his children. NW2-My husband guides his kids about every matter and he teaches his children about table manners.

The twenty-second major theme was, equal decision-maker that was derived from the following response of the participants; WW1- We mutually decide every matter whether it's about household or outside issues. WW3-He takes quick decisions, in order to resolve issue. We resolve issues with our mutual understanding. NW1-My husband takes opinion from me on different issues. He has a strong will- power to take decision than me. NW2-My husband sometimes declares an order first

but the final decision is always mine because we decided mutually about household issues and about every issue.

Twenty-third major theme was benevolent sexism. WW2- My husband says that it's up to me to quit my job. He never forces me to do job. In my opinion I will be more independent, and this will make my children lifestyle better. WW6-My husband says that I am doing a job at far place by oppressing on myself. He also says that I should stay at home as there is no need to do job. My husband fully permits me not to do job instead to stay at home and be fresh. He also says that he provides pocket money, he wants to see me happy and fresh instead of being tired and irritable.

Twenty-four major theme was hostile sexism. WW10- My husband insists me to end the total setup of the clinic and he fights with me in this regard and asks me to live in little resources like other women. He also misbehaves after hearing appreciation for me from his relatives and in-laws.

## **DISCUSSION**

### **Father's Role**

In the present study fathers played highly important role in life of working and non-working married females regarding advancement of their education. Most of the female respondents said that their fathers always supported them about their education as well as by providing pick and drop. (Table 2) The role of father as a big supporter in getting education was also supported by a study which indicated that there was significant correlation between father daughter relationship in respect of educational attainment and self-esteem (Zia, Malik, & Ali, 2015).

Father played role as a strong supporting system as they struggled hard for the development of their daughters by fulfilling their basic needs. A case study explored the role of father was typically considered as a role model and as a bread earner for implementing ethical values in family (Bhamani, 2012). In the current study, in life of most females' father act as a skillful and personality developer in order to promote interpersonal skills in their daughters. As Lau in (2010) revealed that the father's work-family conflicts affected upon the quality of father- child interactions which caused damage to children's self-esteem. The finding that how fathers played vigilant role in socialization of their daughters was also supported with a research regarding the role of fathers or mothers about the values of socialization conducted by Tulviste (2013). The findings revealed that the parents' educational stage with or without degree was closely related to the importance to self-direction as compared to outdated traditionalism-related values.

Thus finding of parent-daughter bonding in career aspirations was supported by a study that Pakistan is still considered a male dominant society where all power is in the hands of men especially in all the important departments of the society where women face deprivation to get enter in higher designations. The relationship and important role of parental inspirations about the career ambitions of their daughters was explored by Li and Kerpelman (2007).

In the present study father's role as a health caregiver was analyzed, in which fathers showed more concerns about their daughter's health related issues. Walsh et al., (2017) focused on preexisting impacts of fathers' and young children's relationships with dietary and physical activity behaviors.



### **Brother's Role**

In the current research work participants stated that their brothers acted as an unconditional supporter for their sister by providing physical support. (Table 3) Kennedy and Kramer (2008) conducted research which highlighted the role of emotional regulation (ER) to improve the sibling relationship quality (SRQ) with the evaluation of more fun with brothers and sisters' program. In this current study no positive and motivating role of brothers is observed in life of their working sisters regarding career. The finding about sibling intimacy in development of their career could not be supported with the existing literature.

The brother's role regarding shared activities with their sisters was also explored. Most of the female participants played indoor as well as outdoor games with their brothers. The finding that how brothers played their role as partner in crime supported by Coyne et al., (2016) who revealed the association of co-playing video games among brothers and sisters as well as level of conflict and affection among siblings. In life of most participants, their brothers played conscious and loving role regarding their sister's health concerns. Brothers also promoted healthy eating diet and fitness patterns for them. Pereira et al., (2017) found that siblings' resemblance about health-related physical fitness as well as behavioral, biological and socio-demographic correlates of similarities.

### **Husband's Role**

In the present study female participants said that their husbands played very cooperative and supportive role in their family planning matters (Table 4). Participants said that their husbands always paid attention towards their health and always promoted measures of family planning techniques. A study revealed that most of Pakistani males accepted the use of contraceptive and noticed to get an equal participation with women in activities of population welfare programs (Kiani, 2003). The findings showed that few husbands played a positive role about psychological and emotional support and was supported with the existing study based on role of husbands and wives regarding the expressivity of emotions in relationship of marriage. Raurer and Volling (2005) conducted this study that indicated the emotional expressivity of wives as a causal factor for functioning of marriage.

Most of husbands fully helped and cooperate with wives in doing household chores. Finding related with the participation of housework also supported by a study which explored the involvement of husband's in household chores and about the psychosocial health of their wives (Khawaja, & Habib, 2007). Few husbands supported and helped their wives a lot in their career building after marriage. Similar result that husbands played influential and productive role in their wives' career was also supported by a study that determined the male partner was ready to break the traditional gender order regarding career of his female (Valimaki, Lamsa and Hiillos, 2009).

The analysis revealed that working women's husband supports them in child lookafter while non-working women's' husband don't help them. A study identified role of husband regarding their children care and indicated that child considered himself closer towards his or her father but distant from his/her mother Goodsell and Meldrum (2010).

Most of the females' husbands promote equality regarding decision making whether it was about to take decision regarding household or outdoor related things. Thus similar findings of husband's

role as an equal decision-maker is also mentioned in the study by Anwar, Shoaib and Javed (2013). The findings revealed that at household level, there was a positive association between autonomy of women and about their decision-making role as well as balance in power among spouses.

Husbands played role of benevolent sexism in life of working married female participants. Few husbands asked them to quit their job and in this regard their husbands fully supported them. Also, husbands asked them not to take stress regarding job burden so their husbands fulfilled all their basic needs. Few tried to end their profession because of husband's being against toward their prosperity and progress and professional career. According to the findings of present study, it was observed that in the life of working married female role of father, brother and husband was not sometimes very much supportive.

## CONCLUSION

The current study basically highlighted supportive and unsupportive role of males in empowerment of working and non-working married female participants. In life of both working and non-working female participants, fathers played highly positive, cooperative, constructive, and significant role in life of their daughters. Fathers act as an active career builder for the promotion of their daughter's education. The bonding of brothers and sisters' relationship cannot be overlooked because brothers played pivotal role in their life. In life of their sisters' brothers played unsupportive role regarding sister's career. While in life of most working women, husbands played positive supportive role but some husbands also played discouraging role in life of their working wives and doing financial abuse. Mostly nonworking women's husband were aggressive and non-compromising. Pakistan is a patriarchal society and in this patriarchal society every male is playing dominating and influencing role in female's life. Because life of females is incomplete without male figure authority and they can't live in isolation without financial independence. Furthermore, male role has been perceived stereotypically dominating, authoritative, and violent in favor of female due to prevailing gender based constructed socio-cultural norms, values and practices. The present study brought into limelight few masculine characteristics either positive or negative i.e. benevolent and hostile sexism, that psychologically affecting most of the people and female have been exploited since years. That have been changed with transition in gender role due to globalization. Also, the study provided a glance of comparison in challenges faced by women due to unsupportive roles of men in lives of working and non-working females that has still been practicing in our society but trends have been changed with the passage of time.

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