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Working Women and Child Care in Pakistan

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Abstract: The present study aimed to investigate the relationship between working hours of the mother and the child care in Pakistani context. The main objective of the study was to understand the effect of working hours; full time, half time and part time, which one has higher impact on child care/ development. Also it was hypothesized that in Pakistani context working hours of mother will be significantly negatively correlated with child care. It was also investigated that full time working mothers would affect more than part time and half time. Moreover, the study also investigated that effect of demographic variables pertinent to Pakistani cultural context like, SES, family size, mother's education and income will play significant role. WwCci (2013), namely Working women and child care inventory was developed using standardized scientific procedure. Sample of the study comprised of total 90 females with the division of 30 full time workers, 30 half time workers and 30 part time workers all belongs to middle adulthood age, while using the quota sampling technique. The result indicated that there is significant negative correlation $\alpha = (-0.16)$ between working hours and child care. As working hours of the mother's job increases the care given by them to their kids decreases. As the classification of fulltime, half time and part time describe that working hours of the mother effect the child care. Half time variable showed the highest mean value. So, ANOVA showed there is significant difference in the variables. To analyze the impact of demographic variables MANOVA and POST Hoc Analysis was carried out. The results have shown that effect of income, family size and education had the significant impact with the reason to work. The results of other values were independent and non-significant. Overall the results of MANOVA and LSD Post Hoc has shown the significant impact of the pertinent demographic of the Pakistani cultural context on working hours of the mother with reference to child care given by mother. These results have significant implications in Pakistan. Furthermore results have been discussed in the light of Pakistani cultural context.

Keywords: Working women, Child care

Introduction

In Pakistan The dignity of women fluctuate greatly over the families, territory, and the rustic and civil division by virtue of unsteady socioeconomic evolution or impact of family, gothic, and entrepreneur cordial agreements on women's soul. In current situation The Pakistani women are enjoying an exceptional prestige than the majority Muslim women's. Nevertheless, going on a standard, the women's position face to face men is one of integral common servitude, even though presently comprise challenges by the administration along with progressive grouping on the way to promote the position Pakistani of women in civilization. It is just Because of the understanding between group and informational prospect of the Pakistani women is greater than prior years.

A woman performs several roles and responsibilities for the family which influence the fitness and prosperity of each and every family member. Most of the societies in the world, (provide care) are authorized in practice of giving crucial care to newborn and children (UNDP1995).

A mother perform several tasks for the children like, breastfeeding, get ready food, arranging food or water, and looking for precautions and vigorous health care which are essential for children's vigorous growth.

During the necessitate for superior femininity justice contained by education while glowing at the same time as a collection of healthy recognized societal reimbursement toward feminine education with development inside youngster nourishment, superior command designed in favor of schooling, and concentrated fruitfulness (Strauss and Thomas 1995; Schultz 2001) several limitation lying on girls' contact just before instruction subsist supposed headed for live of apprehension on the way of decision makers.

From the last thirty years the history of modern field of working women's history has been in practice. Present changes surrounded by means of the countryside, in the vastness of the employment and where its consequence area. The preliminary aspiration and objective in the countryside merely were to make women in evidence, to put women on the past record, to

enable women's right to be heard, and to show their points of view. It was not a simple effort. It implicated shifting development what had been seen as "historically, (Nancy Cott, 2000).

. The responsibilities of woman are now enclosed to pass up and concerning about the children and considerate each family member with her affectionate and superior natured features which she logically deserves. It was the time honoured devotion with the aim of gentleman is intended for the countryside and woman intended for the quarters.

Throughout the day women has to perform equally or sincerely than their male complement. A woman has to fulfill either duties, at home or their working matters. No one admires the women for her work, (Husband, Mother in law, father in law) feeble situations, does not matter at all women have to perform either duty even at home or in workplace. To sustain moreover assistance condition are extensive with the companion at home in household chores; employment be on her individual abandonment. A male has the dominant personality in the world he can excuse for the tough task or even for the overburdened strain of administrative tasks or demand, in contrast a woman is accepted to be bright and gregarious all the time. Husbands believe that the household chores are sole responsibility of the women. Husbands believe working at home lower than his majesty as well as qualification she do somewhat, it is completed at the same time as for every desire along with ease.

Childcare is just about an apprehension that is universal for those parents who are employed for generating earnings or would like to employed. Solitary approach with the intention of workers contain a variety of category of support with childcare is all the way through maintain to facilitate they can be capable of right to use throughout their administrative center. Place of work line up are not only, neither yet the most important, resources of right to use aid in the company of childcare. On the other hand, they are all the same serving a lot of operational parents and exert a pull on growing awareness at the same time as a way of convention on the whole public dispute of pronouncement mechanism for creation childcare supplementary easy to get to and offered able for working parents.

Parents specially use up a value able amount of time to elevate their children. Mothers take care of their children and develop interested in individual efficient component of civilization; inflexible employment to facilitate provoked through financial growth. Early histories describe with the aim that women should live at house and look after the children even as their husbands go away and should be employment. Mostly, the husbands acquire all the monetary support on behalf of the family unit. Though, their house

wives ought to have now the same as greatly appreciation in favor of their house hold chores. Caregivers do not receive economic reimbursement with they have to give a price.

Economists have focused their attention on the effects of child care costs on female labor supply. The unanimity of labor supply and the demand for care is usually addressed in two or three equation models (e.g., Conelly 1992) or by means of instrumental variable techniques (e.g., Gelbach 1998). In accordance with Heckman (1974), the costs of child care are generally viewed as a reduction in female net wages, which results in a weak budget constraint for women with children. Although the theoretical model leaves open whether the income or the substitution effect dominates, it is generally believed that higher child care costs reduce female labor supply.

Supervision involvement comes into the model in the form of child care financial assistance. Financial assistance is treated as other transfer payments, i.e., they are understood, to affect the shape of budget limits. If a mother receives an hourly increment for each hour she works, for example, the increment is consider as parallel to a wage change of equal magnitude (Heckman 1974). The costs of child care be capable of just as glowing be inspection of tax that reduces net wages (e.g., Ermisch 1993), capital tested childcare financial assistance can be delighted as a relative income tax (e.g., Ilmakunnas 1996). Experimental analyses have set out to examine the relationship between female labor supply and child care costs have mostly found the expected negative correlation (e.g., Blau & Robins 1988).

Many studies showed that child care is an economic burden, why does a woman bear this burden? And not men, in the direction of various points, the answer is obvious. Mothers gave birth and breast feed infants because they are biologically outfitted to do so. Married women of the 18th century gave their high productiveness rates, and spent a great deal of time in these tasks. On the other hand and cores of child care tasks, however, men are as competent as women. Women took responsibility for these child care tasks as well because both custom and income maximization suggested that they should. In view of the fact that "women earned about half as much as men in the labor market", their opportunity costs were lower, so economic as well as cultural motives led women to be given the responsibility for child care.

In a Pew Research study in July 2007, it was found that 60% of women surveyed thought that part time work was the best solution and women are happy that so many employers offered flexible or part time work options (Opposing Viewpoints). In the same survey, 21% of women believed that full time work was better, and 19% of women thought that not working at all was best for their family.

1.4 Objectives

- To understand the effect of working hours on the child care
- To investigate full time, part time and half time which one has higher impact on child care/ development
- Demographics variables like Child, Gender, Social Economic status, Parents Education, Family Size also effect child Development.

1.5 Hypothesis

- Working hours of mother will be significantly negative correlated with child care
- Full time working mother would affect more than part time and half time
- Demographic variables like social economic status, Family Size, Parents Education, Income will play significant role

METHOD

2.1 Sample

Sample of the study comprised of total 90 females with the division of 30 full time workers, 30 half time workers and 30 part time workers all will belongs to middle adulthood age, while using the quota sampling technique. In total 120 females were approached for the data collection procedure, data of 30 females was dropped due to the lack of information, there for not included in the sample for the further analysis. The sample of 90 females was taken for the data analysis only from those who are not single. So 90 females were taken for the total sample and Demographics variables like

RESULTS

Table 3.1

Demographics characteristics of sample (N=90)

Sr. No	Variables	f (%)	M (SD)
1	Demographic variables		
	Occupation		
	Beautician	4 (4.4)	
	Designer	4 (4.4)	
	Home Tutor	5 (5.6)	
	Teaching	32 (35.6)	-
	Visiting lecturer	3 (3.3)	
	Consultant	5 (5.6)	
	Marketing	4 (4.4)	
	Lecturer	25 (27.8)	
	Banker	8 (8.9)	
2	Working Time		
	Full Time	30(33.3)	
	Half Time	30(33.3)	2.00 (.821)
	Part time	30(33.3)	

Child, SES, Parents Education, Family Size (M=2.69, SD= .713) also effect child Development.

2.3 Measure

- Working Mothers and child Care Inventory, 2013(Gulzar, S., Tariq, S., 2013)

Working Mothers and child Care Inventory, 2013

2.3.1 Development of the questionnaire

Working women and child care inventory, (Gulzar, S., Tariq, S., 2013) was developed by generating item pool from the sample of 10 working women (working full time , part time and halftime) having school going age children. They were asked to about their working life style reason consequences, problems related to children and so on. It helped in gathering lots of data that was after gathering was subjected to further processing to get final statements over child care and working women.

2.4 Procedure

After the development and finalization of the questionnaire sampling plan was chalked out to decide about the number of participants and also the distribution of the categories of the women that have been decided to be included in the study for data collection purpose. As the sampling techniques implied in the research was purposive sampling technique.

At the first step of the data collection the working women's were approached from the different areas of Lahore. Mostly women were first asked about their marriages and their number of kids. Only working women with the children were included in the sample.

3	Monthly Income		
	5000-10000	14 (15.6)	
	10001-15000	21 (23.3)	
	15001-20000	16 (17.8)	3.13 (1.470)
	20001-30000	23 (25.6)	
	30001-50000	10 (11.1)	
4	50001-70000	6 (6.7)	
	Education		
	Undergraduate	4 (4.4)	
	Graduate	23 (25.6)	2.74 (.680)
	Masters	55 (61.1)	
5	M.Phil	8 (8.9)	
	No. of Family Members		
	2-4	41 (45.6)	
	5-7	36 (40.0)	2.69 (.713)
	8-10	13 (14.4)	

The table demonstrated the demographic variables of sample taken in the study.

Table 3.2
Reliability analysis of Measure

Scales	α	No. of items
WwCcl, 2013 (Total reliability)	.775	58
Reason of work	.855	10
Effect of work	.502	12
Child care	.718	11
Work as priority	.469	5
Personality of working lady	.792	19

Note: WwCcl= Working Women and Child Care Inventory 2013

Above table no. 3.2 showed the reliability analysis by using Cronbach's Alpha. The results for overall scale i.e. WwCcl is more than 0.5 and its ($\alpha = .775$), so it can be said that the scale is reliable.

Table no. 3.3

Descriptive of working time with reference to child care

	N	Mean	S.D
Full Time	30	32.47	5.964
Half Time	30	33.80	7.237
Part time	30	29.80	6.261
Total	90	32.02	6.650

Table no. 3.3 showed the descriptive analysis of working time of women with reference to child care.

Table no. 3.4

ANOVA for working hours and child care

	S.S	Df	M.S	F	P
Between Groups	248.889	2	124.444	2.936	.058*
Within Groups	3687.067	87	42.380		
Total	3935.956	89			

Above table showed the analysis of variance for working hours with reference to child care. As the value of p is equal to 0.05 so it can be said that there is significant difference in the variable which depicts that different working time has different kind of impact on child care.

Table No. 3.5

Correlations matrix of working hours of the mothers job and child care

	Working Time	Total scores of child care
Working Time	-	-0.165
Total scores of child care	-0.165	-

Table above showed the Pearson's Correlation between Working Time and Total Scores of Child Care. Results showed that there is weak negative correlation $\alpha = (-0.16)$ between these variables.

Table No. 3.6

Multivariate Analysis of Variance to investigate the impact of demographic variables on working hours and child care

<i>Source</i>	<i>Dependent Variable</i>	<i>S.S</i>	<i>df</i>	<i>M.S</i>	<i>F</i>	<i>P</i>
Income	Effect on work	2.36.6	5	47.325	2.830	.035*
Family	Work Reason	375.4	2	187.739	5.888	.008*
Occupation *Income	Work Reason	260.7	2	130.373	4.089	.028*
Occupation* Education	Work Reason	225.0	1	225.000	7.056	.013*
Error	Work Reason	860.9	27	31.886		
	Effect on work	451.5	27	16.724		
	Child Care	1570.9	27	58.184		
	Priority	195.7	27	7.249		
	Personality	1373.1	27	50.858		
Total	Work Reason	32538.00	90			
	Effect on work	73580.0	90			
	Child Care	96224.0	90			
	Priority	7011.0	90			
	Personality	94884.0	90			

*Note: *only significant results are discussed.*

Table no. 3.6 demonstrated the MNOVA results for child care and working women. The effect of Income with respect to effect on work is significant. This shows that income can be the big reason of mother's job. Effect of Family Size is dependent and showed significant value with work reason. So the result showed that because of the family size mostly women work to full fill the necessities of their family and the children. The results of other values were independent and non-significant.

Table No. 3.7

LSD Post Hoc Test

<i>Dependent Variable</i>	<i>(I)</i> <i>Occupation</i>	<i>(J)</i> <i>Occupation</i>	<i>M.D</i>	<i>S.E</i>	<i>P</i>
Reason of work	Designer	Consultant	-8.55	3.788	0.032*
	Teaching	Consultant	-10.77	2.715	0.000*
		Lecturer	-4.85	1.507	0.003*
		Banker	-8.09	2.232	0.001*
	Consultant	Marketing	8.05	3.788	0.043*
		Lecturer	5.92	2.766	0.042*
Effect of work	Visiting lecturer	Designer	-6.67	3.123	0.042*
		Teaching	-5.57	2.469	0.032*
Child care	Teaching	Visiting lecturer	9.92	4.606	0.040*
Work as priority	Teaching	Lecturer	-1.60	0.719	0.035*
Personality	Teaching	Lecturer	-5.25	1.904	0.010*
		Banker	18.25	4.367	0.000*
		Designer	15.25	4.367	0.002*
		Home Tutor	17.55	4.066	0.000*
		Teaching	15.72	2.819	0.000*
		Visiting lecturer	18.08	4.828	0.001*
		Consultant	14.55	4.066	0.001*
		Marketing	16.00	4.367	0.001*
	Lecturer	10.47	2.897	0.001*	

*Note: *only significant results are discussed.*

LSD Post Hoc test showed significant difference with respect to occupation in different variables. Taking reason of work, effect of work, child care, work as priority, and personality as dependent variable there was significant differences between different occupations.

Table No. 3.8*Post hoc analysis of Working Time*

<i>Dependent Variable</i>	<i>(I) Occupation</i>	<i>(J) Occupation</i>	<i>M.D</i>	<i>S.E</i>	<i>P</i>
Reason of work	Half Time	Full Time	-5.47	1.458	0.001*
		Part time	-6.67	1.458	0.000*
Work as priority	Full Time	Half Time	1.57	0.695	0.033*
		Part time	2.20	0.695	0.004*
Personality	Full Time	Half Time	8.60	1.841	0.000*
		Part time	8.60	1.841	0.000*

Note: *only significant results are discussed.

Above table for working time LSD Post Hoc analysis had shown in the table above. Taking Reason of work, Work as priority and Personality as dependent, half time, full time and part time has significant difference with full time, half time and part time. This result has again supported the hypothesis that there will be significant difference in the working hours of the mother and child care given by them due to variable available times.

Table No. 3.9*Post hoc analysis of Monthly Income*

<i>Dependent Variable</i>	<i>(I) Occupation</i>	<i>(J) Occupation</i>	<i>M.D</i>	<i>S.E</i>	<i>P</i>
Reason of work	5000-10000	15001-20000	4.60	2.066	0.035*
		30001-50000	6.29	2.338	0.012*
Effect of work	10001-15000	30001-50000	4.45	2.17	0.05*
		15001-20000	-4.46	1.838	0.022*
		20001-30000	6.15	2.139	0.008*
		5000-10000	15001-20000	3.71	1.497
Priority	20001-30000	20001-30000	3.06	1.386	0.036*
		50001-70000	-4.90	1.958	0.019*
		50001-70000	-4.25	1.875	0.032*
Personality	50001-70000	15001-20000	4.90	1.958	0.019*
	5000-10000	50001-70000	3.48	0.038	0.038*
	10001-15000	20001-30000	-4.65	2.152	0.04*
		50001-70000	-8.45	3.301	0.016*

Note: *only significant results are discussed.

Significant difference had also found in monthly income with respect to different variables. In reason of work, monthly income of 5000-10000 has significant difference with monthly income 15001-20000 and 30001-50000. This is particularly relevant to our Pakistani culture as if monthly income is less than required that will compel mother to go for job. Other mean difference in different variables had also shown in the table above with S.E. and p-value.

Table No. 3.10*Post hoc analysis of Education*

<i>Dependent Variable</i>	<i>(I) Occupation</i>	<i>(J) Occupation</i>	<i>M.D</i>	<i>S.E</i>	<i>P</i>
Effect of work	Graduate	Masters	2.04	1.015	0.055*

Note: *only significant results are discussed.

Table no. 3.10 With respect to education, Graduate and Masters had significant difference with respect to effect of work. These are very significant results of the current study as these results are depicting the importance of education.

Table No. 3.11*Post hoc analysis of Family size*

<i>Dependent Variable</i>	<i>(I)</i> <i>Occupation</i>	<i>(J)</i> <i>Occupation</i>	<i>M.D</i>	<i>S.E</i>	<i>P</i>
Work reason	8-10	2-4	4.32	1.797	.023*
		5-7	5.00	1.827	.011*

*Note: *only significant results are discussed.*

Table No.3.11 lastly, there is significant difference among family size of 8-10 members and 2-4 and 5-7 family members. If family size will be smaller needs will be lesser that would not drag mother to come out for working hours.

Summary of findings

Finding have suggested that there was significant negative correlation $\alpha = (-0.16)$ between working hours and child care. As working hours of the mother's job increases the care given by them to their kids decreases. As the classification of fulltime, half time and part time describe that working hours of the mother effect the child care. Half time variable showed the highest mean value. So, ANOVA showed there is significant difference in the variables. To analyze the impact of demographic variables MANOVA and POST Hoc Analysis was carried out. The results have shown that effect of income, family size and education had the significant impact with the reason to work. The results of other values were independent and non-significant.

DISCUSSION

The present study was carried out to explore the relationship between working hours of the mother and the child care in Pakistani context. The main objective of the study was to understand the effect of working hours on the child care, and to investigate full time, half time and part time, which one has higher impact on child care/ development, and demographic variables like, child, SES, mother's education, family size also effect child development. It was hypothesized that in Pakistani context working hours of mother will be significantly negatively correlated with child care. It was also investigated that full time working mothers would affect more than part time and half time. Moreover, the study also investigated that effect of demographic variables pertinent to Pakistani cultural context like, SES, family size, mother's education and income will play significant role.

WwCcI (2013), namely Working women and child care inventory was developed by generating item pool from the sample of 10 working women (working full time , part time and halftime) having school going age children. They were asked to tell about their working life style reason consequences, problems related to children care and their job pattern. After gathering data it then was subjected to further processing to get final statements over child care and working women. Then it was used in the present study to investigate

the phenomenon under study. For participants convenience the scale was developed in Urdu language. After that procedure these Urdu questionnaires were tried out on a small sample of twenty women to determine their reliability, Cranach's alpha for Urdu version of WwCcI (2013) showed significantly higher reliability. The results for overall scale i.e. WwCcI is more than 0.5 and its ($\alpha = .775$), so it can be said that the scale is reliable. Reliability of variables, Reason of Work, Child care and Personality of working lady also shows good reliability in acceptance range for scales. After that the information/ data is collected from Pakistani population; from Lahore City for the main study.

The descriptive statistics of the measure indicated the working time is deliberately studied about full time, half time and part time working women with $M=2.00$ and $S.D=0.821$. after that, Monthly income showed with the highest scores was in the range of 15001-20000 and the $M=3.13$ and $S.D=1.470$, on the average side mostly women are doing job by getting the 15001-20000 salary package for the family but mostly women were master's degree with the $M=2.74$ and $S.D= 0.680$, with the No of family members range of 2-4 with the $M=2.69$ and the $S.D=.713$. These results have led to understand the better picture of the data collected from different working hours, income, profession and education.

It was hypothesis at the first that there will be significant negative correlation between working hours and child care. Results showed that there is negative correlation $\alpha = (-0.16)$ between these variables.

It was hypothesized that there will be significant difference in the working hours of the mother's job and child care given by her to their kids. Results have shown that there is significant difference in the child care given by mothers to their child with reference to working hours. The value of p is equal to 0.05 so it can be said that there is significant difference in the variable which depicts that different working time has different kind of impact on child care.

The current study into account it was hypothesized that effect of demographic variables pertinent to Pakistani cultural context like, SES,

family size, mother's education and income will play significant role. For this purpose Multivariate Analysis of Variance (MANOVA) and LSD Post Hoc Analysis was carried out to see the effect of demographic variables on working hours with reference to child care. The effect of Income with respect to effect on work was significant. This showed that income can be the biggest reason of mother's job. Effect of Family Size is dependent and showed significant value with work reason. So the result showed that because of the family size mostly women work to full fill the necessities of their family and the children. This was also showing the interaction of family size with income as if income of the family is lesser than required and at the same time family size was also bigger this leads mother to work to fulfill needs of the children. The interaction of Occupation and Income also showed that different occupations for the women also effect child care with respect to the income. Work reasons, monthly income and occupations has also positive interaction or relationship with each other, women are reliant to work because of the work reasons. These results are clearly depicting the current scenario of Pakistan as here in this developing country income and family size are the biggest reason of mother's job to fulfill basic needs of her and their kids.

Moreover, interaction of Occupation and Education were also significant with Work reason. Education is also showed to be a very significant element effecting mothers life to be indulged in work. As much as education is in the hand of the mother her job nature changes accordingly. Mostly women do work to use their education or to full fill their family demand. But no other factor has the significant value for any other demographic variable only effect of work income, family size and education has the significant values with the reason of work. The results of other values were independent and non-significant.

LSD Post Hoc test was also applied to get better picture of the impact forced by demographic variables on working hours with reference to child care. Results have shown that significant difference with respect to occupation in different variables. Taking reason of work as dependent variable there was significant difference between designer and consultant. Teaching also had significant mean different value with consultant, lecturer and Banker. Discussing effect of work as dependent variable there was significant difference between visiting and designing occupation. Difference had also found between lecturer and teaching. Taking child care under consideration, teaching had different values with visiting and lecturers. At last, taking personality as dependent variable, teaching and lecturer showed significant variables. Moreover, Banker had mean significant value with almost every occupation.

LSD Post Hoc analysis for working time had shown that Reason of work as dependent, half time has significant difference with full time and part time. This result has again supported the hypothesis that there will be significant difference in the working hours of the mother and child care given by them due to variable available times. Moreover in both variables i.e. Work as priority and Personality, full time has different value with half time and part time. Personality and work priority can be very significant elements that leads mother to go for full time job neglecting their child care.

Significant difference had also found in monthly income with respect to different variables. In reason of work, monthly income of 5000-10000 has significant difference with monthly income 15001-20000 and 30001-50000. This is particularly relevant to our Pakistani culture as if monthly income is less than required that will compel mother to go out for job.

Post Hoc with respect to education, showed that Graduate and Masters had significant difference with respect to effect of work. These are very significant results of the current study as these results are depicting the importance of education. Mothers with different levels educations would have altogether different impact on the child care.

Lastly, Post Hoc analysis on family size showed that there is significant difference among family size of 8-10 members and 2-4 and 5-7 family members. Family size is extremely important with reference to working hours and childcare given by mother. If family size will be smaller needs will be lesser that would not drag mother to come out for working hours.

Overall the results of MANOVA and LSD Post Hoc has shown the significant impact of the pertinent demographic of the Pakistani cultural context on working hours of the mother with reference to child care given by mother. These results have significant implications in Pakistan.

4.1 Conclusion

The present study aimed to investigate the relationship between working hours of the mother and the child care in Pakistani context. The main objective of the study was to understand the effect of working hours; full time, half time and part time, which one has higher impact on child care/development. Also it was hypothesized that in Pakistani context working hours of mother will be significantly negatively correlated with child care. It was also investigated that full time working mothers would affect more than part time and half time. Moreover, the study also investigated that effect of demographic variables pertinent to Pakistani cultural context like, SES, family size, mother's education and income will play significant role. WwCcI (2013), namely Working women and child care inventory was developed

using standardized procedure. The result indicated that there is significant negative correlation $\alpha = (-0.16)$ between working hours and child care. As working hours of the mother's job increases the care given by them to their kids decreases. As the classification of fulltime, half time and part time describe that working hours of the mother effect the child care. Half time variable showed the highest mean value. So, ANOVA showed there is significant difference in the variables. To analyze the impact of demographic variables MANOVA and POST Hoc Analysis was carried out. The results have shown that effect of income, family size and education had the significant impact with the reason to work. The results of other values were independent and non-significant. Overall the results of MANOVA and LSD Post Hoc has shown the significant impact of the pertinent demographic of the Pakistani cultural context on working hours of the mother with reference to child care given by mother. These results have significant implications in Pakistan.

4.2 Limitation and suggestions

- Despite the fact that Lahore, city has been approached in the current study to have the adequate sample to make generalization. Still the sample is not that large that can be generalized to whole population of the Pakistan. So at first for the future studies it is suggested to approach maximum cities from whole country to generalize the findings.
- Sample of the study was taken from single province. So future researches are recommended to include other provinces to see the effect of different cultures in different provinces of Pakistan.
- For this study quota sampling technique is used, this technique is for some reason involved in the study because the working women having school going age children were taken for the study with the classification of full time, half time and part time working hours.

- For the further studies it is suggested to study the working women scenario in deep content, with the reason why they work, because of the conflicting families, or to full fill the basic necessities of their kids etc, and also involve the children in the main study to ask that is they have any negative effect of working hours of mother on their development and personality.
- It is recommended for the next study that also involves the father's/ husbands participation, and conflicts, and reasons etc., in the study and find out the effects.
- It is recommended that also include working women, in comparison to households, those expend more instance in Child care and look after their children. However, to see who spend qualitatively time more purposefully and deliberately.

4.3 Implications of the study

The research outcome and supplementary study carry out in this regards, the subsequent guiding principle are existing here order to encourage societal improvement and instructive advancement of children and to overcome the side effects of having working mothers.

Considering the phenomenon of "Attachment" and the child's special need for a mother in the first two years of its life, we suggest that mothers should not go to work, if possible, especially in the first year. The lack of attachment to one or more close persons in the first years would affect a child's ability to get close to other people later during adulthood. We suggest mothers avoid full-time employment and consider part-time employment schemes.

Considering the fact that a mother's satisfaction with her job is an important factor in family relations and emotional atmosphere, it is deemed crucial that mothers avoid jobs to which they are not attracted or those which do not give them job satisfaction. In these households, mothers are working outside the house, it is crucial that fathers take a greater share in the household responsibilities and child care

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