MENTAL HEALTH NEEDS OF WORKING WOMEN: PAKISTAN’S CASE

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Abstract

Social and cultural factors have historically kept most women from entering the job market in Pakistan. Working women in Pakistan faces social and economic disadvantages relative to men working in the same field. With the recent challenges in the society caused by increasing feminine population, financial need, and limited educational facilities for girls and women; women tend to enter the job market more than earlier. Still social and cultural factors have kept most women from entering the job market. Considering the situation in Pakistan, this study examined the relationship between work life conflicts, job satisfaction and turnover ratio of female working gender in Pakistan. The data is collected through questionnaire from female staff working in academic institutions, banks, and NGOs operating in Pakistan. Sample size was kept to 350 female staff members to find out the importance of work-life conflict, job satisfaction and job departure. The study found that work-life conflict has a significant impact on job satisfaction.

Keyword: Work-life disputes, women earning potential, household responsibilities, financial assistance, work-place environment.

Introduction

The influence of cultural factors on the mental health of women indicates that gender discrimination in South Asia has led women to be in a second place in society. However, there is now ample evidence that these women have a higher prevalence of mental health problems in certain areas, leading to depression, suicide, deliberate self-harm and eating disorders (Kazi, 2006). A study conducted in Pakistan showed that the factors associated with depression in upper and middle class women were marital conflict (25.5%), conflict with in-laws (13%), economic dependence (10%), and lack of meaningful work (14%), and a sense of
responsibility at home and at work (9%) (Malik, 2010). Another study conducted in the same country showed that the most common factor in forcing women to commit suicide is conflict with husbands and in-laws (Ahmad & Masood, 2011). Pakistani female represents disparity and diversification prevalent in the country at all level. Large number of under privileged female workers are misused by putting those to beggary, by offering low wages against heavy work load etc. (Chowbey, 2016). They are usually bond by traditional family rules and restrictions.

Generally head of the family has economic responsibility but owing to the economic crunch in some cases female gender of the family are also contributing financially (Ahmad & Masood, 2011). Female member takes part in organizing the house and in addition contributing in earning bread as well (Kumarasamy, 2016). In some cases male member or head of the family demands the female component of family to contribute in earning (Niaz U. &., 2006). Though it is difficult for women to manage house and workplace both but in Pakistan’s social norms and obligations demand from women to keep a balance between home and work life. The flow of domestic and work life makes life of women stressful. She has to tolerate at both the places being weaker by nature (Chowbey, 2016). It is expected from woman to contribute cheerfully in family affairs as well as at work (Niaz U. &., 2006). The previous studies reveal that psychological effects of conflict is much higher than the physical effects (Afifi, 2007). The incident of mistreat leads women losing their self-confidence and places them at high risk factors of psychological disorder like depression, post-traumatic stress, suicide, alcohol intake and drug usage (Akhter, 2016). By providing better health care these women can be helped out in recover and back to normal life.

In order to find out the impact of work-life conflict over job satisfaction and job departure the quantitative research is conducted using Anova as tool for data analysis.
Literature Review

Work-life conflicts

Worry in the work and family fields can have combined impacts and can spread to all zones (Sadruddin, 2013). Women work paid chances are of limited number as female workers are more employed in brick industry, some as teachers, nurse, and lady health workers. Usually women who work are from lowest caste, which makes impossible to have paid job in that high social hierarchy. They do not have moderate services available to them and the ability to assesses and have things independently is also low in ratio (Niaz U. , 2004). When the women doesn’t have enough material possession or income of wealth that drives them in employment sector where man is strong support in family. That leads her to gain more training for workforce requirement. This gives her chance to have more decision making authority whether it is at home or other community. The quality of work, the chances of success, meeting opportunities at social gathering this better status contribute towards job satisfaction (Akabas, 1988). There is a chance of job opportunity like brick taking, industry work which prevails in Punjab with high salary but the work is mostly done by poor caste women having high hard work required of dull labour. Work stress has its different psychological stress or anxiety complication associated with it (Crompton & Lyonette, 2006). Work stress can lead to have negative implication on production and family life (Maes, 2015). Hence, easy work time management may reduce work tension and work life conflicts that will bring important influence on physical and mental health of workers and may reduce high turnover rate.

Earning potential

The system of core family in Pakistan is depended on long-established and principles (Niaz U. , 2004). The man of the house is breadwinner, making choices for the household management, and is considered leading man of the house. The wife is usually for upbringing of the child, pamper them, and give emotional support to the whole family. If anyone in family members disobey the orders of their elders they are considered humiliation and regret to the family. As Pakistan women’s main role is their household management, parental care, and marital
status as a high priority job where as work outside the home is considered secondary (Kazi, 2006).

Within Pakistan or some other places gender standard are challenged by economic variation that gives more chances of working to female to work outside and reduced poverty as the families require income to struggle (Anastasiou & Papakonstantinou, 2014). To get a job for employment purposes is way out for women which earn money with less wage of income and low status, informal sectors, especially agricultural site and domestic work (Stewart, 2006). These working women are in immense pressure due to the nature of job as insecurity and possible threats emerge to family harmony- normally men are at work and women care for family (Sadiq, R & Ali, 2014).

Financial assistance

The third variable is financial assistance which improves the condition of work job at home and increase the decision making role of women. She hopes that her in-laws and close family understand her job more seriously at the moment (Russell, 2009). They now ask for her opinion in major issues which they don’t consider before her job. She now became an important role in decision making which impact at the rank of her brother in law. This clarifies as a connection of earning income ability. This ability gives her respect from spouse which was not there before although he does consider her as an only breadwinner of the family (Barnett & Hyde, 2001). The work condition of brick taking and labor in industry has not fruitful advantage compare to lady health worker or as a nurse. The status of women is updated at home through her education level as she brings money for the household management and its chores (Thomas, Clarke, & Lavery, 2003). The money brings by the women help create opportunities for the members of its family during the years. The nature of job brings more chances of success, incentives and made an evalulative difference to her status (Sutherland, 1992). Role dispute that emerge btw home and work develop anxiety tension as females workers strive to meet the demand of family members and workers at job position (Morganson, 2010).

Women in Southeast Asia have fewer opportunities to get paid work, which affects their mental health. In some urban areas of South Asian countries,
women’s social roles have changed to some extent. Now they have more opportunities to be educated, employed and enjoy civil rights in society. Positive social relations have a protective effect against depression (Paul, 2019). Anxiety and depressive disorders are common in all regions of the world. These disorders are also important because of their economic consequences. With an estimated population of 152 million, Pakistan is the sixth most populous country in the world. It is projected that, by 2050, the population will have increased to make it the fourth most populous country. There is a need to develop an evidence base to aid policy development on tackling anxiety and depressive disorders.

**Household Management**

Strengthening of ladies is deficient and one-sided in the event that it quantifies just disparity and neglects to incorporate significant non-financial elements of dynamic force both at the family unit level and over ladies’ own bodies and sexuality (Mirza I, 2004).

A huge study at Jinnah post graduate medical center Karachi in 1990s showed the result that women are twice sought psychiatric supervision than compare to men and mostly they were at the age of 20 to 40s. This seriousness and lethal consequences can be prevented if we talk about it through different channels and programs to create awareness about psychology disorder and not to keep a threaten image of men. We should uplift this counseling system through different medium like TV and theater plays. Targeting woman in Pakistan is very often. The target or mistreat on women rights, the biased and unjust attitude are crystal clear events in Pakistan. A study research conducted by United Nations found that 50 % women in Pakistan are physically beaten and 90% of them are emotionally and through words are mistreated. The study by women division on battered housewives in Pakistan states that household violence take place 80% in Pakistan. Currently human right commission states that 400 cases of household violence is announced per year and half of them die. Usually doctors don’t ask the victims of the domestic violence begin targeted neither they give them any assistance in regard to it. A woman is usually responsible to manage her marital life status (Zainab, 2012). The females have to take care for the quality whether it is triumphant. As a wife and mother dual roles made her to be self – sacrificing, very protective, and tireless. Moreover, Pakistan women have to be more in group of
relatives, family, children rather than independent women. Women of Pakistan are more pampered with shield over the top and the decision maker is someone else from the household management. The learning code of behavior, social norms from early stage of life and if money is limited then they have to send their children outside to earn money in order to support family and their siblings. As married women they have responsibility to control and manage their home with the earning from job outside the home.

Kabeer (1998) emphasized that women authority is the steps to gain and acquire planned life decision which is not limited due to poverty and social or religious barriers. Microfinance plays an integral part in both gender and growth strategies because it represents quickest connection of poverty less severe and women. If the women are very poor but she has the financial support it will allow her to be more independent and powerful in terms of household management and community events.

**Work-place Environment**

Independent women are powerful, but at workplace environment on the condition faced with sexual harassment many elements make them hesitant to take action against it on the offender as there is possibility they will lose the job or have to face the embarrassment. Likewise, Malaysia and other Asian countries move many bills to give secure and safe workplace territory to women in Pakistan, a document of the commission on inquiry for women in Pakistan identify sexual harassment do take place in Pakistan. As stated to Parveen (2010), a total of 24,119 cases of violence or mistreated cases were seen in Pakistan during 2008 -10 in which only 520 workplace territory were filed.

Warren and Johnson (1995) display that opinion of work place environment where assist and supervisor accommodating and family benefits were linked with lower level of stress in paid work and family roles. The place where women works have an impact on it, but if comfort with work hours, or rewards are given it will add less conflict. Social support mechanism is believed to be an integral part in reducing work life conflict by increasing job satisfaction and have balance and ultimately brings positive influence on female job roles in work place (Carlson and Perrewe, 1994). Time and work pressure are the primary work
worries, just as the obligation of bringing up kids with significant family stress. Work pressure is in this manner related with clinically noteworthy mental results with huge medicinal services and social expenses. Stress hormone levels proceed to rise and may prompt down regulation of glucocorticoid receptors, influencing guideline (Avitsur et al. 2001; Pariante and Miller, 2001). Mental instruments incorporate sentiments of vulnerability, which might be brought about by individuals' pressure can cause side effects of exhaustion, trouble nodding off, negligence, and pain (Schwarzer, 1998; McEwen, 1998).

**Methodology**

The Primary data collected by close ended questionnaire. The research is quantitative in nature, and is descriptive in term of its data was collected through online survey questionnaire. The sample magnitude in this study was 200 women working in labor sector; with convenience sample procedure been used, is a method in which sample of suitable reachable group of people were taken. The original data was collected through a survey questionnaire where Independent variable is work-life conflict, whereas dependent variables include financial assistance, work place environment, household management, earning potential. Original data was collected through a survey questionnaire adopted by (Ahmed, Fakhr and Ahmed, 2011). The survey questionnaire included questions built on Likert scale and were created on the base of independent variables.

**Research Design**

The deductive approach, which is general for a specific reasoning, has been used, which means that it starts with a general theory, being reduced to a specific hypothesis and then evaluated to find the main problem. This study is based on a quantitative approach, based on the data collected through the questionnaire, and this study is explanatory to understand the relationship between the variables. The data of this research are cross-sectional since data have been collected from women
in the labor sector as organizations of the banking and education sector that reside particularly in Karachi through a questionnaire.

**Unit of analysis**

Data have been collected from the people who work employees who work in the organization, education and banking sector of Pakistan. For the data analysis, the SPSS software has been used, to identify the impact of the independent variables on the dependent variable, the regression analysis has been used whenever there is one or more of an independent variable to investigate the impact on the analysis regression of the dependent variable.

**Reliability and validity**

To guarantee that the unwavering quality is predictable with the outcomes, the dependability test (Cronbach's alpha) was utilized, the survey was embraced by (Muhammad Shakil Ahmad, Zainab Fakhr and Jalil Ahmed, August 2011). In which the legitimacy of the substance was engaged to guarantee that the underlying gathered components were conveyed to decide the variables that influence the emotional wellness needs of working ladies.

**Ethical Consideration**

Moral contemplations were viewed as when gathering the information through the survey. The obscurity of the individuals and associations had been ensured. Moreover, assurance of the protection of research members is ensured and full assent of the members had been acquired before the investigation. This research is on quantitative basis and descriptive in nature to known the characteristic and connection btw the variables. The unit of examination was female workers in teaching and banking sector. The procedure of data collecting was primary through direct questionnaire survey, also secondary method through reviewing research articles, and the time horizon was cross sectional.
Results and findings

Demographics of the respondents to the questionnaire and analyzes which factors have a significant impact on the mental health needs of working women in Pakistan. In addition, we analyze the relationship between independent and dependent variables through SPSS.

Table 1: Demographics Profile

<table>
<thead>
<tr>
<th>Gender</th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>183</td>
<td>91.5</td>
<td>91.5</td>
<td>91.5</td>
</tr>
<tr>
<td>Male</td>
<td>17</td>
<td>8.5</td>
<td>8.5</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>200</td>
<td>100.0</td>
<td>100.0</td>
<td></td>
</tr>
</tbody>
</table>

Table 1 shows the 200 respondents who participated in the survey, of which 183 (91.5%) were women and 17 (8.5%) were men.

Table 2: Age of respondent

<table>
<thead>
<tr>
<th>Age</th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>25-30</td>
<td>123</td>
<td>61.5</td>
<td>61.8</td>
<td>61.8</td>
</tr>
<tr>
<td>31-35</td>
<td>41</td>
<td>20.5</td>
<td>20.6</td>
<td>82.4</td>
</tr>
<tr>
<td>36-40</td>
<td>27</td>
<td>13.5</td>
<td>13.6</td>
<td>96.0</td>
</tr>
<tr>
<td>40 above</td>
<td>8</td>
<td>4.0</td>
<td>4.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>199</td>
<td>99.5</td>
<td>100.0</td>
<td></td>
</tr>
</tbody>
</table>

In terms of age, 123 of them are between 25 and 30 years old (61.5%), 41 (20.5%) are between 31 and 35 years old, 27 (13.5%) are in the range of 36-40 years, the remaining 8 respondents (8%) are over 40 years old.

Work Period

Table 3: Professional experience

<table>
<thead>
<tr>
<th>Professional experience</th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-5</td>
<td>103</td>
<td>51.5</td>
<td>51.5</td>
<td>51.5</td>
</tr>
<tr>
<td>6-5</td>
<td>51</td>
<td>25.5</td>
<td>25.5</td>
<td>77.0</td>
</tr>
<tr>
<td>11-15</td>
<td>38</td>
<td>19.0</td>
<td>19.0</td>
<td>96.0</td>
</tr>
<tr>
<td>15 above</td>
<td>8</td>
<td>4.0</td>
<td>4.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>200</td>
<td>100.0</td>
<td>100.0</td>
<td></td>
</tr>
</tbody>
</table>
In terms of professional experience, 103 respondents (51.5%) have an experience of 0 to 5 years, 51 respondents (25.5%) have 5-10 years of experience, 38 of the respondents (19.0%) have 10-15 years of experience and the remaining 8 respondents (4.0%) have experience of more than 15 years.

<table>
<thead>
<tr>
<th>Case</th>
<th>Valid</th>
<th>200</th>
<th>100</th>
</tr>
</thead>
<tbody>
<tr>
<td>Excluded</td>
<td>0</td>
<td>0.0</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>200</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Table 4: Case Processing Summary

Table 5: Reliability Statistics

<table>
<thead>
<tr>
<th>Cronbach’s Alpha</th>
<th>N of Item</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.716</td>
<td>4</td>
</tr>
</tbody>
</table>

Reliability was evaluated by Cronbach alpha. Reliability showed positive results with a range of 0.716, which is acceptable. Reliability is the consistency of the questionnaire results. It does mean that whenever the questionnaire is repeated for the same population, similar results are obtained. Reliability does indicate a high degree of repeatability and consistency of the questionnaire.

Regression

Table 6: Model Summary

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>0.340a</td>
<td>0.115</td>
<td>0.035</td>
<td>0.992</td>
</tr>
</tbody>
</table>

Analysis of Variance Analysis

Table 7: ANOVAa

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Regression</td>
<td>22.491</td>
<td>16</td>
<td>1.406</td>
<td>1.428</td>
</tr>
<tr>
<td></td>
<td>Residual</td>
<td>172.321</td>
<td>175</td>
<td>0.985</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>194.813</td>
<td>191</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Analysis of Variance Analysis

a. Dependent Variable: Q1
b. Predictors: (Constant), Q20, Q6, Q14, Q7, Q17, Q9, Q18, Q5, Q10, Q15, Q12, Q8, Q19, Q16, Q11, Q13
The values of F and significance are derived from the table of ANOVA. The significance and the F value is the identified p value F statistics. The value of F and sig. demonstrates that the model is significant \( F (4,275) = 2.856, p < .05 \). We can therefore assume the model accounts for a significant variance in the turnover. The value of p is 0.24 that is less than 0.05 which states F statistics is significant.

**Discussion**

The analysis has spotlight that working women in Pakistan has an important part in the growth of sustainable economy that run home affairs well due to their knowledge and academic background. The working parents of any house can be source of stability btw the work and the way in which family lives by having social support mechanism in terms of organization where they work and time management, also their needs, wants and desire are fulfilled (Kofodimos, 1993). It is necessary to get the assist at the early stage of business affairs Marcinkus et al., 2007; Frone et al., 1997). It helps in reducing stress for long time and family conflict become less (Cohen and Syme, 1985; Deelstra et al., 2003). The standard of roles is necessary for health in terms of mental, physical and relationship than any other role begin spent on job specification. As different roles in life gives

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**Table 8: Coefficients**

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
</tr>
<tr>
<td>(Constant)</td>
<td>1.830</td>
<td>0.607</td>
<td>3.017</td>
<td>0.003</td>
</tr>
<tr>
<td>Q5</td>
<td>0.078</td>
<td>0.088</td>
<td>0.075</td>
<td>0.886</td>
</tr>
<tr>
<td>Q6</td>
<td>-0.025</td>
<td>0.074</td>
<td>-0.030</td>
<td>-0.333</td>
</tr>
<tr>
<td>Q7</td>
<td>0.031</td>
<td>0.094</td>
<td>0.029</td>
<td>0.332</td>
</tr>
<tr>
<td>Q8</td>
<td>-0.102</td>
<td>0.091</td>
<td>-0.098</td>
<td>-1.120</td>
</tr>
<tr>
<td>Q9</td>
<td>-0.053</td>
<td>0.094</td>
<td>-0.045</td>
<td>-0.559</td>
</tr>
<tr>
<td>Q10</td>
<td>-0.105</td>
<td>0.108</td>
<td>-0.090</td>
<td>-0.975</td>
</tr>
<tr>
<td>Q11</td>
<td>-0.013</td>
<td>0.108</td>
<td>-0.012</td>
<td>-0.124</td>
</tr>
<tr>
<td>Q12</td>
<td>0.125</td>
<td>0.088</td>
<td>0.120</td>
<td>1.419</td>
</tr>
<tr>
<td>Q13</td>
<td>0.126</td>
<td>0.107</td>
<td>0.116</td>
<td>1.179</td>
</tr>
<tr>
<td>Q14</td>
<td>0.029</td>
<td>0.068</td>
<td>0.033</td>
<td>0.429</td>
</tr>
<tr>
<td>Q15</td>
<td>-0.011</td>
<td>0.097</td>
<td>-0.010</td>
<td>-0.117</td>
</tr>
<tr>
<td>Q16</td>
<td>-0.007</td>
<td>0.121</td>
<td>-0.005</td>
<td>-0.094</td>
</tr>
<tr>
<td>Q17</td>
<td>0.105</td>
<td>0.092</td>
<td>0.099</td>
<td>1.137</td>
</tr>
<tr>
<td>Q18</td>
<td>0.083</td>
<td>0.092</td>
<td>0.075</td>
<td>0.898</td>
</tr>
<tr>
<td>Q19</td>
<td>0.107</td>
<td>0.087</td>
<td>0.111</td>
<td>1.231</td>
</tr>
<tr>
<td>Q20</td>
<td>0.077</td>
<td>0.093</td>
<td>0.074</td>
<td>0.825</td>
</tr>
</tbody>
</table>
golden opportunities for accomplishment this also brings anxiety, complexity, irritations, mood swings in terms of less wage, work-life and family conflict that is affected in job place and family social life. This investigation has barely any constraints that were not tended to because of confined assets. Because of the constrained time and uncontrolled elements, we go to working ladies in Karachi. Just the university teachers and banking sector were the reaching point for questionnaires survey. The exploration concentrated on the psychological well-being needs of working ladies in Pakistan, while a similar issue is looked in every association, family unit, including distinctive field enterprises, banks, medical clinics, common area and lodgings. This exploration is just restricted to 200 respondents. At last, this examination was directed in Karachi, Pakistan, while this issue is looked in all urban areas and nations. These restrictions can't be secured, yet should be acknowledged later on.

Conclusion and Recommendation

Pakistan is a growing nation and its ambitious wealth, should give the female and man right to work together under one roof to gain sustainable economic extension and success. A survey of 5 year (1992-1996) in university of psychiatry department karachi (agha khan university hospital ) exhibit that out of 212 patients undergo psychotherapy, 65 % were females, 72% were married. The usually matter they face were disputes with their husbands and in-laws. There were 50 % of the women who have no psychiatric detection, 28 % suffer from anxiety or depression kind of disorders, 5 -7 % had personality disorders and 17 had other psychological disorders. The suffering women were aged btw 20 – 45. Most of them had done bachelor’s degree and were married for 4-25 years with kids around 2-4, and some of them were having work outside the home like entrepreneur’s business, teachers at different institutions, profit and type of work they do. Their signs were headaches, block feelings, engulfed heart, hearing fault, numbness. Generally, it is seen that 5-10 % of the population have been experiencing recognizable depression with consultation or need of psychiatric doctor. Women have higher number of risk depression compared to men. The life-span of having depression is 10- 20 % in female. The rate of female depression is higher than male counterparts. The study shows there is 30 – 66% of depression or anxiety prevalence among females. As depression is causing huge burden to the limited budget of pakistan
who have already scarce resources for country in which gross national product
which is less than 1 % out of which 0.4 is utilized on mental health illness.

For professional female workers they need the government to make such
strategy that identify and mark identical opportunities and sources for the
betterment of nation so that they can sort out their issues inside and outside the
house. When strategy maker will implement those insight then social barrier will
have reduced and more women will come in job position. When state and
government will take actions then there will be more diversity and less social
barriers, discrimination against them (Melchior, Caspi, Milne,, & Danese, 2007).
There should be increased awareness on culture perspective, institutional observer
at different stage, then there is possibility to notice giant dreams of identical
opportunities in Pakistan institution. State support funded training and mindfulness
cause that expansion acknowledgment and decrease the dishonor of psychological
maladjustment in young ladies. There is a need for reaching emotional well-being
and physical wellbeing administrations that are sheltered, aware, proper and gender
delicate for young ladies and ladies for the duration of the existence cycle, paying
little attention to their monetary and economic comfort, race, nationality or ethnic
social basis. Society has to access satisfactorily prepared emotional wellness
experts who furnish quality consideration steady with the best present information
and accessibility of proper treatment, innovation or drugs and that consider ladies'
extraordinary needs (Melchior, Caspi, Milne,, & Danese, 2007). Aim to support
the arrangement of preparing and essential instruction on sexual orientation issues
for wellbeing and psychological wellness experts. Assist the arrangement of exact
data and regard the decisions in treatment choices by young ladies and ladies at
whatever point conceivable. Keep the uniformity of ladies’ laborers by
advancement inside psychological well-being administrations and associations,
including equivalent open doors for headway. It is important to ponder the
components influencing the psychological wellness needs of working ladies in
Pakistan and their connection with autonomous and subordinate factors.
Essentially, the writing demonstrates that work-life struggle prompts work
misfortune, so it is important to think about ladies' work-life strife and work
progress.
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