

Attitude and Influencing Factors of Male Students towards Future Participation in Job Sector of Their Spouses: Bangladesh Perspective

Bushra Zaman¹
Miftahul Bari²

Abstract : Bangladesh is still classified as a developing country, regardless of the fact that its economic level has been increased and the government has a large and ambitious plan to transform the country into a developed one. This ambition won't come true unless the potentials of women folk could be fully explored and utilized. However, Bangladeshi society has a strong patriarchal legacy. Males' attitudes on working women haven't changed despite the fact that the number of women in education and job has increased. Even educated males do not respect working women and their professions. In such a context, this study aims at exploring male university students' attitudes and factors that shape their attitudes towards their future spouses' participation in the work force along with gender discrimination and hindrance to women empowerment. Qualitative approach was adopted and case study method has been applied to investigate these issues. Primary data was collected through In-depth interviews. The study found both positive and negative attitudes and the reasons behind such attitudes on the issue. There are still males in society who do not want to marry working women and men rarely have a positive opinion about their wives' engagement in the workplace. In contrast, supportive attitudes towards the engagement of the spouse in the work have been found. However, in some cases such support was conditional and in others unconditional.

Key words : attitude, spouse's participation in the work, male domination, gender discrimination, female empowerment.

Introduction

Bangladesh is a male-dominated country. The patriarchal society exercises control over all sectors, including decision-making (both

¹ Bushra Zaman, Assistant Professor, Department of Social Work, Jagannath University, Dhaka-1100 &

² Miftahul Bari, Assistant Professor, Department of Social Work, Jagannath University, Dhaka-1100

within the household and outside/local society), local legal bodies, and women's labour (Baden, Green, Goetz, & Guhathakurta, 1994). Even a man exercises his power over a woman's decision when it comes to choosing a life partner (Ortlund, 2006). Further, because of men's dominant mentality, they are less likely to provide women with easy access to work opportunities, the labour market, women's possessions, and earnings. Exploring the job market or labour market is difficult for women since men also govern women's access to the labour market and other marketplaces, as well as their income and assets (Baden et al., 1994). Even though we live in a civilized society, men continue to exert control over women's access to social, economic, political, and legal institutions, and demonstrate their dominance in society. The process of dominating women begins in the father's house, then the spouse's house, and eventually the son's house (Chowdhury, 2009). Gender subordination and dependence persist in our society despite the constitutional declarations of gender equality (Sayem & Nury, 2013).

However, it has been recognized since the dawn of the civilization that both men and women are necessary for the development of a balanced society. It is impossible to create a society/country without the involvement of women, because nothing can be done adequately with a single hand. Women's capacity is not inferior to men's in terms of educational attainment, ability to perform any job, quality of service, and so on. Women have worked alongside males in the same row since the dawn of civilization, but this is no longer the case. Women do not receive the same accolades as males after working for long hours. In general, women have access to low-paying jobs in the most labor-intensive industries and do not have decent career possibilities because they are overlooked and oppressed by patriarchal society. Women are obligated to work in non-systematic and informal industries, which hinders them from participating in upholding a nation. In addition, in such a discriminatory circumstance, the proper utilization of women's labor is not guaranteed (Cain, Khanam, & Nahar, 1979). Economic inequality is pervasive in this patriarchal society, where women have been abused for decades. Furthermore, women do not have the freedom or opportunity to make their own decisions. So, whether in a rural or urban community, if they wish to work, men make the decisions and have authority over them (Naved, 1994).

Women face a variety of discrimination in the workplace; salary discrimination is one of the most well-known (M. R. Islam, 2011). Abuse and harassment contribute to a hostile work environment and mindset. Despite enormous challenges, the number of women working is steadily increasing (Kirve & Kanitkar, 1993). Apart from that, there are lot of stories about obstacles, considerations, sacrifices toward their involvement in job. One of the vital obstacles comes from their very own home from where they were supposed to be encouraged. People with traditional outlook don't permit their female family members work outside home. In most cases, husbands put direct or indirect blockade towards wives' employment opportunity. While women's involvement in the workforce is crucial for the development of the country. This paper examines male university students' attitudes towards their future spouses and factors that shape such attitudes.

Literature Review

Though the world is progressing, women still face considerable domination in many societies across the world. Women especially in Bangladesh, India, and Pakistan continue to lose their basic rights such as taking decision of education, income, and marriage (Marphatia, Ambale, & Reid, 2017). And they do not get the opportunity to express their opinions on matters that are relevant to their own life. These indicate gross violation of the basic rights of women as human beings (Islam, 2010). Historically, men/husbands have demonstrated a negative attitude towards wives' employment engagement, whereas involvement in job is the key to independence. However, even many educated men also possess conventional views towards their spouses' employment (Heineck, 2004). Men's negative attitude towards women's employment deeply impact their (women's) participation in the labour market (Marphatia, Ambale, & Reid, 2017).

Although a housewife requires to put even more effort in their household chores than an outside jobs, their contribution in the family is not considered significant (Daniels, 1987). The term 'house wife' is rather used as an expression of ignorance. Surprisingly, even if she has a job, a woman is expected to manage all of these responsibilities. Responsibility of a married woman is first and foremost to take care of

the household and children, whether she is a housewife or a working woman (Forbes & Forbes, 1999) Women are dominated in both low and high socio-economic levels after doing everything for their families (Hannah & Khan, 1989).

Men's attitude towards women's both physical and mental capacity in negative. A study shows that almost 78% urban and 92% rural men think that the crucial role and responsibility of a woman is taking care of the household activity and cooking for her family. Furthermore, it has been explored that most of the men both in urban and rural thinks that only the male member can take the ultimate decision of the family, not female. Similarly, a significant number of urban and rural men has shown the mentality that a woman always must has to obey her husband, even if he is not right (Naved & Persson, 2005).

Syed, Ali & Winstanley (2005) found that employment of women is highly condemned and discouraged in Pakistani culture. The predominant societal perspective is that if the female members of a family are involved in income-earning activities for their livelihoods, the male members of the family sense a loss of dignity. This mindset inhibits the eagerness and enthusiasm of many highly competent women's involvement in job. According to Goyal & Yadav (2014), it has been practiced for a long time that women take care of the home and family while men take care of the financial duties. But eventually, the situation has changed; with advancements in education, economics, and a variety of other fields, women are not only performing well in education, but also in the labor force. When a woman works, she contributes to the financial well-being of her family, as well as the development of education and culture. They face a variety of difficulties and stresses in their lives because of participating in the labor force, including job security, social support and interpersonal relationships at workplace, difficulties in fulfilling responsibilities, lack of independence and contribution to work, maintaining a work-family balance, unequal work load, health and safety risks, low wages, and so on. In a study, Colton, Roberts & Williams (2008) found that, while women are participating in job sector more than ever before, their household responsibilities have not been changed yet as they are still expected to take care for the family fully.

Patriarchal system is still being practiced in both urban and rural areas, generally female members in rural areas cannot take any decision or they have limited or no access to social events (Mullaiti, 1995). Households in Bangladesh are traditionally headed by men. As a result, men control the entire society (Lewis et al, 1993). Discrimination against women usually starts at their natal families with their births. Male children enjoy priority access to food, clothing, health, education etc. than female children. Most of the time, from parents' homes to in-laws', females are often dominated in a number of ways, which is a key reason why women lose confidence in their ability to become financially established and independent. Whereas, financial freedom makes a woman strong and empower them. However, traditional practices and patriarchal outlook influence young men, they carry the mentality same their ancestors towards female involvement in job. Marriage, on the other hand, has traditionally been associated with decrease in women participation in the labor market (Hong & Sarr, 2012). Usually, this tendency hinder development of a country.

Bangladeshi women are now significantly more career-focused than in the past (Afza & Newaz, 2008). As a consequence, women empowerment in Bangladesh has dramatically improved in recent years. Number of women are entering in private and government jobs every day. They are doing bank job, telecom companies, air ways, journalism etc. with excellent performance. Noticeably, there is no hesitation to come to this point that it is a very positive development for women and for the country as well. But concurrently it cannot be ignored that after this development, in many job sectors, women are facing various difficulties only because of gender differences, after having qualification their life partners are not cooperating while doing job (Kamal & Sabrin, 2014). In point of fact, eras of old patriarchal society has formed the tough blockades for women to progress in their own profession. But it is not a matter of argument that as almost half of the population in our country is women, if they participate in the workforce the result will be three folded; it will be a great advancement for the female, they will be empowered automatically and most importantly they will be able to contribute financially not only herself but also the family, society and the state. Therefore, it is important women get all sorts of support especially from their

own family. Whereas, general observation shows that instead of cooperative they face adversity. Although a good number of studies have been undertaken in issues like women's wages, discrimination in the workplace, different types of harassment, rights, etc., no study has so far been conducted on how their spouses or future spouses views their (women's) involvement in employment. Therefore, study on this issue is imperative.

Theoretical Perspective

'Patriarchy' and 'gender role' would be useful tools for analyzing female university students' attitudes towards their future spouses. Patriarchy denotes the men's control both in public and private domains while gender role depicts gender division of labour in a society. The concept of "maleness" and "femaleness" is nothing but its consequence is a long historical process and practice (Mies, 1988). According to the theory of Aristotle, man is superior who commands and woman is inferior who obeys (Lerner, 1986). Additionally, biological differences do not imply that men are dominant. Many theories have revealed that patriarchy is a man-made system, the result of historical events. Man's superior mentality over woman exacerbates women's dependency on and subordination to man in all aspects of life. Subsequently, man practices all the power and holds authority within the family, controls the society and finally, the state remains under control of man. Therefore, because of patriarchy, women are deprived of their fundamental rights and prospects, male-controlled ideals confine women's mobility, even cast-off their freedom over themselves (Sultana, 2010). Simone de Beauvoir's has introduced with a contemporary 'feminist' theory, he argues, it is completely male's opinion that women are different from men. Thus, the status of women is condensed as they are second sex as well as they are subordinate. As his theory covers both patriarchal domination and gender role, in this study, Simone de Beauvoir's theory has been followed. In our daily lives, whether at home, work, or in society, women face a huge discrimination, disrespect, abuse, control, manipulation, domination, and violence (De Beauvoir, 1997).

Methodology of the Study

This study employed a qualitative approach. “A qualitative case study is an approach to research that facilitates the exploration of a phenomenon within its context using a variety of data sources” (Baxter & Jack, 2008a). “This ensures that the issue is not explored through one lens, but rather a variety of lenses which allows for multiple facets of the phenomenon to be revealed and understood” (Baxter & Jack, 2008b). Qualitative case studies also try to make sure that the topic of interest is well examined and that the essence of the phenomenon is revealed, but the methods that each study uses are rather distinct from one another and ought to be discussed. (Yin, 2009). “One of the advantages of qualitative approach is the close collaboration between the researcher and the participant while enabling participants to tell their stories” (Crabtree & Miller, 1999). Through these stories, the participants are able to narrate their perceptions of reality, allowing the researchers to comprehend their actions. (Lather, 1992).

The case studies of this research are ‘explanative’ in nature. So, the focus of this study approach was to understand the ‘why’ questions of the study objectives and was to cover contextual conditions which are relevant to these objectives. In this instance, the study’s specific objective was to understand and explore ‘why’ university students have a specific opinion towards their spouse’s (future) participation in the work with a contextual condition of studying in different universities. As the context (different university settings) is different for each of the cases, a multiple or collective case study approach was adopted in this study. This approach allowed us to analyze within each setting and across settings.

Male, students aged 18 – 24 years from four different public universities and one private university were considered for this study. These universities are – University of Dhaka, Jagannath University, Bangladesh University of Engineering and Technology, Sher-e-Bangla Agricultural University and Ahsanullah University of Science and Technology (private). Study participants and universities were selected using a purposive sampling strategy considering the ease of commuting, proximity of the locations, limitation of resources and data collection time. This study also used a multi-method data collection procedure, where several qualitative data collection methods, such

as in-depth interviews, participant observation, and documentation surveys were employed. Pseudo names have been used instead of their real name while reporting the findings.

Findings/Results

The study received a mixed response; while some respondents expressed positive attitude towards spouse's involvement in the job, others expressed negative opposition. Interestingly, most of the respondents expressed negative attitude towards spouse's participation in job and they explained the reasons from different aspects. On the other hand, very few of the respondents expressed positive attitude towards job involvement of spouse. The respondents who have shown positive attitude, very few of them expressed their supportive mentality without any condition but few of them mentioned some conditions to be involved in job of spouse.

Negative attitude toward spouse's job with patriarchal dominating thoughts

A good number of participants expressed extremely negative attitude towards spouses' participation in job or having working partner in their life. They stated that Bangladesh is a patriarchal society in which male members make the majority of decisions. They added that all the suggestions, rules, policy and planning to manage a family and society come from men. Considering these issue female members of the society must have to follow these rules of the society inside home and outside home as well. If a woman wants to explore herself in the outer world, she will have to take permission from her family or guardian. They expressed that they do not find any reason or necessity to involve in job for their spouse. Among the respondents, the case of Shajal strongly uncovers such attitude.

Case

Mr. Shajalis doing his MSC at a reputed university in Dhaka. His father is a businessman and mother is a housewife. He has already planned for his own career and Shajal wishes to be a banker in future. He

hopes that, his wife would be a postgraduate but for his personal life, he does not support that his wife will be a job doer. Personally, He holds extremely negative views of women and believes that women are the source of pain and sadness, and if they involve in a job, a family will have to suffer severely. He *has expressed it as, "women are the source of many problems"*. So, he does not agree with women's involvement in job or any other income earning activities. In addition, he does not even support that, women will explore themselves in outer world, pursuing for higher education, doing job and women empowerment as well. For example, a woman can earn a master's degree, but she doesn't need to pursue further higher studies such as a second master's degree or a PhD. He says that *"If women start going outside, many complications will arise. If I had a good financial state, there would be no need for my wife to work; I would be able to bear my family expenses on my own"*. When he was asked, doesn't he think that this kind of attitude and behavior violate women right and humiliating for women? Shajal replied that *"In a patriarchal society it is normal, when I will earn for my family, my spouse should just take care of family and kids"*.

These types of examples explore that there are other groups of educated people in our society; being higher educated, they dream for getting themselves in job, but they do not have the mentality to accept job involvement of women. According to the need of men, they let women to dream for life but they select the boundary of dreaming area for women which reflects that, women cannot even dream for themselves. They do not support women's independence, rights and recognition of dignity. They would like to direct them according to their wish. Women are also human, they have their own choices, want to succeed and express their opinion but some people do not want to recognize those. These negative attitudes of men towards women, letting the female society lagging behind and as a result, the ultimate development of the country is being interrupted. An extreme level of 'Dominating' attitude has been exposed from this kind of response and in a patriarchal society, women do not have any right to take decision as well. One of the respondents has expressed that, *"why I will allow my wife to do a job, never. She must have to stay home and take care of my family"*. Some of the respondents do not want to acknowledge

women empowerment and self-dependency. They added that even highly educated people also think like them in this regard.

Negative attitude towards spouse's job involvement emphasizing on take care of the family

Participants who had a negative attitude regarding their spouse's employment engagement stated that there has long been traditional evidence in our society that males earn for the family while women perform the housework, care for the family members, and raise the children. They have expressed that if women start working, there will be no one to take care of the family, the kids will not get proper care. Some of the respondents have expressed that women education and their involvement in income earning activities are important but they do not want their spouse to work which is contradictory. One of the respondents has expressed about this like- *"Oh my God! Job means-staying at outside from seven O'clock in the morning to eight O'clock in the evening. Then who will take care of my family? Everything of my family will be messy then"*.

Some of the respondents have mentioned that their mother was working, they think that they were deprived of love and affection of their mother as well as their mother could not manage time for them. There was no one to talk to them and no one to listen to their story of their day-to-day life. They added that it is normal to have a friendly relation with mother which could not form because of their mothers' involvement in job. To face this situation, they cannot be optimistic about a working spouse. Moreover, they added that if there is a working woman in a family, their family relationship, bonding, intimacy, friendship must be very weak and female involvement in job causes family conflict and misunderstanding.

One of the respondents whose both parents are working, states, *"If both of us have to work then who will take care of family? Who will bring up children? If life partner becomes an employee, she cannot allocate time for the kids and family as well. If she is higher educated that could be fair enough."* He expressed that his mother is a working woman, she could not take care of him properly, he was deprived from

mother's love and care in his childhood which is depressing to him. He thinks if a spouse involves in job, it may weaken the relationship or bonding of a family, so, he does not expect a working partner for him.

One of the respondents mentioned that in our social life family is a small social institute. Every one of us have plans for family. In a family everyone has certain role to play. Men take the decision to drive the family, which does not mean that women are being neglected or lagging behind for this. There are so many examples where women are the key person of family. He stated, *"Women are good enough in family affairs, they need to be free to take care of kids till they grow up, if women involve in job, it will be quite tough to manage the family."*

Negative attitude towards spouse's job involvement with contradiction

One of the respondents replied that it is very normal that women will be educated and being optimistic to women employment and empowerment, he thinks that women should come forward beside men, so that they can ensure strong economic support for themselves and as well as for their families and ensure women empowerment. But the contradiction arises when he has mentioned that he personally does not want that his better half involves in any work. He wishes for an educated life partner but wife may not be a working woman as he will earn for family. Here, he supports women employment but for his own life, he does not want a working woman as his life partner which is contradictory. *He states, "To maintain an ideal family, I think an educated spouse is obvious. I admire working women a lot but I do not want a working woman as my spouse in my life"*.

Mixed opinion: Positive about job, Negative about society and social security issue

Few of the respondents expressed their positive attitude towards spouse's involvement in job with a hesitation about social security issue. They do not show any negative attitude towards spouse's involvement in work as there are some respondents who have shown a contradictory attitude or selective about job. They mentioned that

this is the proper time to explore the merit and expertise of women, though it is slow but the society is changing. Socio-economic index is also increasing, the participation of women in education is improving day by day, as a result, women are being active in income earning activities. They added that education itself has a strong power to build awareness of being self-dependent, sense of freedom and individual right can be developed as well which has an influential role not to be locked inside house among women. On the other hand, for a balance development in a society or a country, the opportunity of sharing intelligence, merit, skill, efficiency of women is a critical factor.

One of the respondents states, *“If we say that we are ‘giving permission’ or ‘opportunity’ to the women community is completely kind of showing arrogance, as human being, as being citizen of an independent and democratic country, they have all rights like men. We, men are no one to give them permission or right, they are promised to get equal rights like men; better we can cooperate and support them to remove the hindrances towards their development”*. He added that it is an urgent need to ensure a secured social life for the women to increase their involvement in job. One of the respondents expressed that he would have planned to marry a higher educated girl. After getting married, if she wants to do job, she will get his wholehearted cooperation, as he believes in women’s freedom. But he thinks that at present women face many obstacles at workplace which is difficult to overcome. He frightens that sometimes colleagues are not safe for women. In many cases, bosses tend to abuse women.

Some of the respondents mentioned that Bangladesh is a small country having large population where most of the people are living under poverty line and they are failing to achieve their fundamental rights. Whereas, women cannot take part in the national economy properly only for lack of social security. They added that without improving the women the development, the development of the country would not be possible. They emphasized that in Bangladesh, we do not have positive working environment for women. Some common scenario we see every day like, news of rape, kidnapping women, women trafficking, eve teasing, and sexual harassment and so on. For these reasons, they expressed their negative attitude towards spouse’s

employment. Mentioning these issues, one of the respondent stated, -*“Why the girls have to be an employee? Higher education is more than enough. If she works who will ensure her security inside office? So, being a housewife is better.”*

One of the respondents expressed that not only a family or guardians are worried about the social security of women but also women themselves are anxious about it and sometimes guardians oppose about their daughter’s involvement in job as well as women do not want to involve in job by their own decision. He added, for the security crisis, educated women are not getting personal freedom, recognition of dignity, right to share opinion, freedom to work. He mentioned that analyzing all these circumstances, he cannot be positive about spouse’s involvement in job. One of the respondents states, *“Why she should get outside in this city with traffic jams, criminal offence of kidnapping, rape, killing which have become very common phenomena. So, who will take women’s liabilities and security”?*

This is clear that, a number of people are scared of insecurity and for this reason, they are afraid about engaging his life partner in a job though they believe in women empowerment. If women are not employed, the empowerment will never be ensured. Regarding this, one of the respondents has expressed that he will respect his spouse’s decision as he believes in self-dependency. He states *“We will have to make safe working environment because women unemployment is the big hindrance for women empowerment. They will be aware if we can involve them in job sector”*. He added that it is important to establish women’s right and also women empowerment, only government itself cannot make it possible so every people of our society should be aware about it.

Positive attitude toward spouse’s job involvement but dominating attitude about taking decision

Two of the respondents have shown their positive attitude towards job involvement of their spouse but they expressed that spouse must have to follow their suggestion. They expressed that their spouse can do job but selection of job must be from husband’s side. They mentioned

some particular jobs in which their spouse can be involved, otherwise not. One of the respondents expressed that as he will be an engineer, his spouse must be an engineer. One of the respondents states, *“My wife can only work as a teacher, I will not allow any other profession for her”*. He explained about being strict to select a job as- *“All kind of job is not suitable for women”*. One of the respondents expressed that spouse may involve in job but she must have to return home before 5pm, she will have to do all household works by herself and take proper care of family; if she fails to perform her responsibilities at home, she must not go for job. Although a portion of the society cherish a positive attitude but actually, they do not believe or want to practice the assurance of the freedom for woman to take their own decision. They do not feel the importance to give any priority to women’s opinion, and women freedom.

From the above circumstances it can be said that, many people keep a sound attitude towards women employment. But university going students are also aware about workplace environment. According to students review, it has been explored that they are bothered due to the problem of complete solution and positive human behavior sometimes make them bothered. Perhaps open minded and brave girls are ready to overcome those biased obstacles.

Positive attitudes towards spouse’s involvement in job and empowerment as it is an economic support

One of the respondents has explained the ultimate necessity about being involved in job or income earning activities of women. He expressed his thoughts about it in a broader way and he expects that his wife will be a working woman as well. He mentioned that although Bangladesh is a democratic country but most of the people are apart from the awareness into their proper responsibility and rights. But he has an optimistic observation regarding this issue. Perhaps being aware of right and responsibility, nowadays people from the educated class are spreading the light of awareness among the other people. He believes that now people are understanding and being rational about the necessity of working women in a society. He added that the country development would not be possible, if they are not conscious

about their roles and rights to be played. Meanwhile they are also aware of the positional development of women beside men, because there is no alternative of it. He mentioned that the society needs to acknowledge the role of women in our family affairs, because family is the basic, core and most important institution in a society which plays the ultimate role to reach the target and to develop a society and as well as a country. Furthermore, without recognizing women development it would not be possible to develop the society and the whole nation as well. Considering these matters some educated people from our society have shown deep concern to educate young women, their personal freedom, right to express their thoughts and raise voice above all extensive empowerment of women.

Shihab is one of the conscious youths of our society who thinks that the real development of the country would be ensured through the equal empowerment of both women and men. Participating in income earning activities, doing job and having financial security have a huge influence to be empowered as financial stability helps to develop confidence level of a person.

Case

Shihab is doing his Masters at a reputed university in Dhaka. His father is in teaching profession and mother is a housewife. He dreams to compete for Bangladesh Civil Service Commission and be well established in his life as his family had to struggle financially a lot. He is now 24 years old and wishes to find an educated life partner who has completed a postgraduate degree and is willing to work. He highly appreciates those women who are doing job or any business and he believes that positive attitude towards women employee can encourage women to be employed. He has emphasized on financial independency as an instrument to ensure their basic human right. He added that financially capable women also can raise their voice for their own rights. He thinks it has strong influence to get right to be empowered, to ensure social dignity, and most importantly those women can play an important role for the development of their family which is prosperous for the society and the state in the long run. Woman employment would not only bring economic stability

for her family but also the substantial economic development for the country. So, being positive on this issue Shihab encourages women employment- *“I believe in women empowerment, as a human like me, a woman also has to have the same right to work. I wish my would-be wife will be working lady, as I believe that women should not study for staying at home. I do believe, employment ensures women empowerment. I sincerely want to support my wife.”* According to his splendid opinion, he believes in women rights, women freedom and women empowerment. One of the important pillars to ensure women empowerment is the economic stability of women. Through economic solvency, they might play role to their rights, duties and responsibility as well. He states, *“They would not be our curse or burden; they will be our future. They would be the wealth of society. To become wealth of a society, noble citizen of a nation, women need inspiration from their family and husbands”*. One of the respondents expressed that Marriage is an important institution of our society. To select a perfect match result not only a confirmation of healthy family environment but also social development. In addition, sometimes marriage is an important factor to achieve social status, dignity and prominent identification which depends on selection of life partner. In addition, mentioning about the national Constitution in where it is clearly said that it has given equal right to both women and men. He added, generally, men’s attitude is if women go outside, they would not maintain the family boldly. But women are doing multiple activities better than men.

Discussion

Necessity opens the door of opportunities and strengthens human capacity to manage or control a situation. Once, female education, going outside, their job involvement was not allowed in the society. But now the situation has been changed, women are being educated, they are getting involved in income earning activities (Naved, 1994). Interestingly, the Bangladeshi women are flourishing their capacity not only in their home country also in abroad. After struggling a lot, by showing their quality, women are in light now. After all these, the situation of women has not been changed in some cases which has been explored in this paper. Although both the society and family

emphasize some restriction before permitting them to get access of outer world and getting permission for education and job, they cannot do anything according to their own desire or decision. They have to follow patriarchal society's rules, suggestions, and directions both inside and outside the home as well which has been reflected by the thoughts of many respondents (Rothman, 2016).

Being enlightened by education, people are webbing the dream for a new life and becoming conscious as well. They are moving forward to colorful life for future. After being all these, a major part of the society has been staying in the backward who are female. Because, the opportunities are available for only men, not for women (Bagilhole & Goode, 2001). The concern is, implementation of getting the equal or rational facilities or opportunities has not been ensured by the society. Apart from these, this society cannot establish women security as well. Just because of insecurity issue, after being educated, women are surrounded by 'brick wall' of so many social taboos. Whenever some women wish to get involved with outer world, their family and guardians take the control over their life (Rehman & Roomi, 2012). Huge evidences of discrimination, domination and injustice are coming out but still there is no improvement.

Now the question is, if the whole society keeps women staying inside room, how women will be coming up with empowerment? Even with having higher education, merit, intellectuality, creativity, capability to work the surroundings are not letting the women work. The entire situation and system of the society are violating fundamental rights of women, right of their empowerment as well. Men refuse to answer, when the talk is on about women's right to express opinion, personal freedom, also the violation of dignity. There are so many educated families who wishes women would get in jobs. They have a very positive mind on women employment. But people from other side do not want to let them in outside affairs because of insecurity concern. But tendency to establish the security is absent in men minds.

Being citizen of a democratic country, all have right to express their own opinion. Deep concern is, there are so many people who are being deprived of right, which is not expected and fair in a democratic

country (Kabeer, 2011). Especially women of the society got to be blended by men ruled society. Though a larger part of our country population is women, the practice of woman empowerment is still absent and it is impossible to imagine substantial development of the country without women empowerment. The obstacle over women empowerment is the negative attitude of men ruled society. There are so many people in the society who support women working outside. There are also many educated men who does not want employee life partner in life. Our university going youth are not out of these ancient thinking. They believe, if women work, move outside then they cannot give a bit time to family. So that they cherish unsupportive ideology toward the sense of women working status. They just need a housewife. Very few respondents were positive towards their life partner's involvement in job.

A big part of the society wants to keep their life partner inside wall, inside room. In fact, if women (life partner) expressing to do a job, but they do not permit it. This is how they are denying the rights of their life partner. They think that women should be limited in between bedroom to kitchen. Their responsibilities are just family affairs. Being a citizen woman does not have no duties and responsibilities for the nation. Being a man having such negative mentality, living in a democratic country, women are losing their basic human rights. As we have become unsuccessful to ensure women empowerment that is why this nation is least developed. Establishing the rights of women, the country development will be moving on.

Conclusion

The findings of this study show a significant primary understanding about the topic. Both positive and negative responses have been found from the study. Patriarchal society, dominating attitude, over controlling, violating tendency of decision, etc. have been found while the respondents were arguing with the question of spouse's involvement in job. Although some of the respondents view their spouse's job involvement positively, many others, being shaped by the traditional social outlook, take it negatively and won't want women

go outside for employment. The second group of people believe that women are born to do household works, giving birth and bringing up children and cook in the kitchen. They stand strongly against women's involvement in the workforce. However, it is needless to say that a country cannot attain sustainable development leaving its half of the total population behind. Moreover, considering issues like, humanity, rights of individual, development of the society, country and most importantly development of family some of the respondents expressed that women's involvement in job is really important. Even they believe that spouse's/women's involvement in job also help a family both financially and in the aspect of social status. In addition, financial security or independence help to strengthen confidence level which can motivate a woman to be empowered as well. Only women education cannot build an ideal generation or cannot practice a decent culture. When women involve in job, they can gain the ability to brought up strong, realistic and ideal generation and can play role in improvising the culture of a society. In this study, very few respondents have shown helping or supporting attitude towards spouse.

The above discussion explains how men think about spouse's involvement in income earning status. This study reveals that, while the majority of men have a negative attitude about their spouse's involvement in the job, it also investigates all of the possible positive attitudes toward spouse's participation in the workplace. Although most of the respondents expressed their negative attitude towards spouse's involvement in job, still, in some cases, even men also have shown a very positive attitude and they have mentioned about the excellent capacity of women who can manage both family and job fantastically and sometimes the performance of a woman is better than a man. It emphasizes the importance of ensuring women's rights as citizens of an independent country, which is a sign of positive social change.

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