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Working Women's Perception about Impact of their Work on Children Socialization in Tehsil Takht Bhai, Khyber Pakhtunkhwa, Pakistan

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ABSTRACT

Women's participation in the workforce is essential for the development of any country, and the role of women in Pakistan is changing rapidly. This change is having a profound effect on child socialization. The purpose of this study is to understand the effects of women's working outside the home, particularly on child socialization, as perceived by the women's themselves. In this study, purposive sampling technique was used to involve ten working women from Tehsil Takht Bhai, Pakistan and findings analyzed by the method of thematic analysis. Eleven key themes emerged from this analysis: The results indicate that working reduces the quality and amount of time women spend with their children hence communication, emotional closeness and relationship, communication and interpersonal skills, and developmental areas including independence and sense of responsibility is impacted. women's reported concerns about children's increased aggression, regression, feelings of insecurity, and higher academic performance. The study also highlighted the importance of resources and opportunities to improve the academic performance of their children. This study concluded that working women's need support from family and employer for better development of their children. In addition, it is important to respect the triple role of women in society and ensure employment benefits for working women, so that women can better fulfill their responsibilities. This research highlights the importance of women's participation in the workforce not only for economic development, but also for the betterment of the family and society.

Keywords: Working Women's, Perception, Socialization, Qualitative, Pakistan

Introduction

Socialization is the process by which children learn the beliefs norms values, actions and behaviors of their society. In this way they learn how to act think and feel in a way that is acceptable to others. Socialization is a lifelong process but it is especially important in the early years of life. During this time, children are learning the basics of how to communicate with others and how to behave in different situations. We meet them from all kinds of sources such as our family school friends even the media. They teach us what is right and wrong, what is polite and rude, and what is expected of us in different situations. (Emily, 2018)

The study explores how women work affects child socialization with an emphasis on communication, affective control, interpersonal, and self-functioning. That is why this source examines how the amount of time spent with mothers' impacts sensations of affiliation, aggressiveness, and achievement. At the same time, it focuses on the application of resources in the improvement of education. The study seeks to address such dynamics and call for enhanced policies that would enhance working motherhood positive outcomes for children (Waqar,2024).

Women have important and productive positions in both family and development activities of Pakistan. Some of the women juggle both parenting and employment while others also provide care for their families exclusively. The various achievements they make are of a great influence to the society in that they help to propel various sectors in the society and also the wellbeing of the nation. It was most interesting how their efforts assert to the society that women are not only capable of but play a significant role in all facets of life. (Almani, 2012)

The increase in employment rates among woman's especially due to education and desire to attain a better standard of living brings about issues in balancing between home and work. Women are subjected to social norms and cultures male exploitation especially after marriage, with very few concessions on conventional roles. Women were crucial in keeping the economy afloat during critical times, such as during the 2008 financial meltdown. However, in the developing nations, lack of formal childcare services results to children requiring care from the family or informal caregivers, and they may not grow as supposed or even emotionally. This force awakens questions like Is the proper growth of children endangered by working mothers? (Ering, 2014)

Pakistan has seen a gradual increase in women's representation in the workforce, according to the International Labor Organization, with numbers rising from 13.2% in 1990 to 22.35% in 2017. Despite this progress, the country still has one of the lowest female workforce participation rates globally, with only 22.9% of women engaged in paid work outside the home (World Bank 2017).

Earlier, the role of woman was confined to household work while man was supposed to go out to earn money for the family especially in Pakistan. This is important for the growth of nations, but there are issues with work-family conflict where women are heading to work in large numbers today than in the past. The pandemic cost peoples their jobs and made work from home; it has given some moms more time to spend with children. Worldwide, female employment rates differ, and policy interventions promote employed mothers with increased fertility rates. As it has been indicated earlier the literature review reveals that working mothers affect children in ways such as those mentioned above and much depends on the time spend together thus continues to fuel the balance issue. (Salahuddin, 2021)

However, conducted research in Pakistan reveal that employment of mother does not influence children's social development. Despite the economic benefits as well as positive attributes such as confidence and social skills being nurtured, critics opine that it restricts early mother and baby bonding. Research shows that the socialization of children is more determined by demographic factors than by the working status of mothers, which creates two opposite views on the matter. (Almani, 2012)

In UK, shared parenting arrangements have positive impact on the social development of children. For the working mothers who fully rely on unpaid childcare there are great social frailties involved but this threat can be minimized after hiring paid childcare services hence promoting the social and behavioral development of the children involved. (Gregg, 2003)

Discussions on working mothers include enhancement of personality, social concern, and financial ability but negative effects on the children's intellectuality. Care in the early years is important for nurturing and health, however, problems like pressure for cash and responsibilities can prevent care leading to problems like aggression and emotional problems. But there are positives that research points to, such as, children learning responsibility and the value of time with working mothers. (Jain, 2010)

A study on maternal employment presents the impact in two-fold whereby it leads to increased BMI among children while at the same time contributing to better cognitive performance among kids. The survey established that children raised by working mothers are more intelligent, and they have low stress levels. Working mothers are supported by extended families or relatives and share other chores in the house making it easier to ease their strained roles hence promoting positive outcomes for their children. (Christiane Horwood, 2012)

Aim of the Study

Gender roles in Pakistan's community are changing because the economy requires women to engage in the paid economy. Considering that women in this society are under pressure to fulfill the triple role of wife, mother and a wage earner, it is only logical to establish the impact that employment of mothers does on socialization of their children. Concerning their views of the effects of their employment on the socialization of their child. So, it will also allow us to make remarks about the quality of social and employment support needed for working mothers in relation to child care centers, and maternity policies in Pakistan.

Limitations of the Study

Respondents declined to be audio-recorded due to privacy concerns or cultural sensitivities, limiting the data collection method to notes taken during the interview. Some mothers declined to be interviewed due to cultural sensitivities. Limited sample size and representative missing interviews with some mothers. Difficulty accessing working mothers with office schedules presented a challenge in data collection. Their limited availability and lack of free time hampered the interview process. This may affect the accuracy and detail of the data, and may result in biased patterns, potentially affecting the results and conclusions of the study.

Literature Review

In the past, women only focused on raising children, but today many women want both their careers and their families. It can be difficult to get back to work after having a baby, especially without taking care of children. Balancing work and domestic life can make mothers financially strong and can set a positive example for their children. Families working with both parents often share responsibilities more evenly, teaching children responsibility. However, large families can limit the time of parents with each child, which affects education, especially for girls who help take care of younger siblings (1995).

According to the historical traditional family model, a woman is responsible for a child's education, development of moral values, and modeling their social behavior. That is, when mothers work in other homes, it influences their self-compass which in turn results to loneliness and hesitation. Lack of time most definitely hinders learning and to balance work and family one ends up being at the mercy of the children in terms of decision making for the future. (Dilkash Sapna, 2017)

Working women's children are likely to be psychologically disturbed especially insecure and mistrustful because they feel abandoned when their mothers are engaged with work. Even though women heavily contribute to a child's development they are often compelled by economics to be employed. Caring for children and being employed is always a struggle but we

should appreciate working mothers. Instead, we should look for ways of helping them to promote mother-child attachment while trying to meet these financial responsibilities. (Muhammad Nisar, 2017).

The women working for long hours having no time to spend with the kids hence alienated from them. Such cases make children have emotional problems such as anxiety and poor attention as they lack quality time for learning. Hence, for the care of children to facilitate their emotional growth, mothers have to consider time preferences. It is stated in the Lily's (2023) research that employment for women may have an unfavorable effect on children as far as attachments and behavior development are concerned when working full-time. Many developmental problems associated with interactions, such as insecurity, aggression, and insufficient educational support may occur due to longer childcare hours and limited maternal participation. Signs displaying fewer behavioral problems appear with children spending lesser time in childcare centers, however, there should be moderate parental involvement. (Rattani, 2015)

The study done shows that working women's if they fail to form a secure base, they may have issues with social life and development of the children. It was found that lack of physical touch through breastfeeding delays emotional attachment. A mother's attention and not the amount of care affects the ability of the child to develop secure attachments which demonstrate a need for emotional availability while working. (Erum Akbar, 2015).

The possibility of a woman to go to work or to remain at home is not an easy one since it is a result of necessity or desire to work. Women's have to count their income, family requirements and ambitions. Whether it is career advancement. The main idea, though, is the quality of attention and care provided to children. (Giannelli, 2010).

Research shows how important it is for a child to have a mother when she is still young. The scores seem to be lower when; working women's children were compared with those with stay-at-home moms. People have careered these days but no amount of career can replace a mother's love, time and support. It becomes the woman's duty to balance her options; it is all about the children and their emotions. (Francavilla, 2010)

Rising inflation forces mothers to work, not out of selfishness but necessity. Employment supports family expenses and teaches children responsibility and a work ethic. Studies show that working women are healthier and less depressed, challenging stereotypes. Women's earnings are crucial for basic needs, proving that their role in balancing economic realities with family well-being is indispensable. (Mughiri, 2012).

Mother-child interaction is vital for social, emotional, and cognitive development. This study highlights the potential challenges of maternal employment, revealing that detachment from women can hinder a child's growth. Children of working women's often feel deprived of affection, which may impact their psychological well-being, fostering behavioral challenges and emotional voids during critical developmental stages. (Kaniz Fatima Mohsin, 2019).

Working women's face workplace inequalities, long hours, and domestic burdens, impacting both their roles and their children's development. The study emphasizes the need for societal and state support to address these challenges. Reforms must reduce workplace disparities, promote gender equality, and value the dual roles of women, ensuring they can thrive professionally and nurture their children effectively. (Iqra Rass, 2021).

Research shows that there is no special difference between the children's educational performance of working women and non working women. The term "working women" is seen as universal, which highlight the balance between the house and the work. Despite social challenges and myths, working women manage family and career with skill. Due to the work

hours, the concerns like mother and child are noted, even more, love, time and guidance ensure healthy development. The initial attachment is very important, but with reasonable care, misconceptions about negative effects are largely unmatched. (Almighty, 2012).

Woman work has an impact on children educational performance in the following ways. It is a source of increasing domestic income; it provides better educational facilities; however, it hinders quality time with children, which has implications from an academic viewpoint. But standard children can take care and meet the time. Also, working womens help children adopt their work ethic, productivity and education, morality. (Rachel Dunifon, 2013).

Research in Indonesia shows that working womens positively affect the education of children, and their educational levels increase in short and long-term. Maternity employment increases the income of the family, provides better educational opportunities, especially when mothers actively participate in decision making. This study highlights the work for working womens and balance the family, and to strengthen strong partnership with employers and employers and ensure standard education for their children. Cooperation between families, schools and work, is necessary to create an auxiliary environment that processes the educational success of children. (Sati Noor Azizah, 2022)

Working Women

A working woman is a woman who is employed, participating in formal employment or any job for financial compensation while also managing her responsibilities as a mother. This term encapsulates the simultaneous engagement in both professional work and the caregiving role associated with motherhood. (Google web)

Theoretical Framework

This study is based on two main theories: specifically; social learning theory and attachment theory. According to Bandura's social learning theory, children acquire social behaviors and competencies through observation of other people, mainly their mothers. According to attachment theory, the bond that a child has with his/her mother determines the social emergent self. Sorting this work out means that mothers who work outside the home find a way of interning with the children. As the title suggests this work will investigate an aspect of socialization of children by their working mother's job and its impact on the social skills, emotion and interpersonal relationship of the affected children. Understanding this enables us to support the families and other related organizations who take care of the children to ensure that the socialization process of the children is done in the right manner.

Research Methodology

Research Design

Research design is therefore described as the theoretical plan for a study, formulating of the procedures for data collection, data analysis and data interpretation to ensure that the objectives of research are met efficiently (Kothari, 2004). Therefore, this study uses a qualitative research methodology focusing on rich descriptions and detailed data analysis of the phenomena. According to Dawson (2019), research methodology acts as a framework in the research, enhances depth of the research and is consistent with the goals of the study.

Data Collection

Data collection is the systematic process of collecting information relevant to a research problem from different sources. In this study, data was collected using a semi-structured interview guide, a qualitative tool designed to facilitate open ended, two-way communication. This approach is particularly effective to gain insight, because it allows respondents to share their point of view independently by guiding the discussion on key research topics. The semi-structured interview guide included comprehensive open questions, which were carefully

designed to cover all aspects of the study. These questions encouraged detailed answers, promoting a collaborative dialogue between the researcher and the respondent. Data collection conducted directly, through face-to-face interviews, ensuring a thorough exchange of information. This method is seamlessly compatible with the qualitative research approach, emphasizing the depth, detail, and fineness of the research problem.

Sampling

The purposive sampling was used to develop the research sample under discussion. Purposive sampling refers to a group of non-probability sampling techniques in which units are selected because they have characteristics that you need in your sample. In other words, units are "purposively" selected in purposive sampling. (Nikolopoulou, 2022) The main purpose of purposive sampling is to identify the cases, individuals or communities that are best suited to help you answer your research question.

Universe of the Study

This study was conducted in Tehsil Takhtbhai, District Mardan, Khyber Pakhtunkhwa. The rationale for choosing this area is to investigate the perceptions of working womens on child socialization. Its root causes need to be investigated. Therefore, this study was conducted in this area.

Population and Sample Size

Researcher was focusing on married women because we believe that mothers play a crucial role in the socialization of their children. Researcher specifically wants to understand the experiences of full-time working women's who have at least one child living with them. Interviews conducted from (10) ten participants including 5 school teachers, 2 population welfare workers and 3 NGOS female worker in Tehsil Takht Bhai with a variety of experiences about women's works impact on children socialization.

Data Analysis

Data were analyzed through thematic analysis to explore working womens persepction on children socialization. The process of finding, categorizing and coding patterns and themes in qualitative the data is known as thematic analysis (Brown & Clarke, 2006).

Result and Discussion

A total of nine themes is distinguished regarding the effects of women's' work outside the home on children's socialization. Six of the nine identified themes were classified as negative. 1. Communication skills; 2. Interpersonal skills; 3. Child aggression; 4. Emotional closeness/relationship; 5. Regression; 6. Feeling of insecurity. However, three positive themes also emerged from the findings: 7. Higher academic performance; 8. Resources and Opportunities; 9. Independence and sense of responsibility in children.

Demographic data of Participants

Regarding the specific participants' information for this study, the details of the participants interviewed are presented in the Table 1. The age of the participants is from 29 years to 39 years. All the women are with child, ranging from one child to four children. All are Undergraduate degree holders whereas Two holds M. S degree. Thus, the present sample can be assumed to be a fairly good representation of the highly educated working Women of Tehsil Takht Bhai, Pakistani society.

Table: 1 Participant Information

S.NO	Education	Age	Occupation	Children
1	Master	32	Teacher	2

2	Master	39	Teacher	4
3	Master	29	Teacher	1
4	MS\M.Phil	33	Lecturer	2
5	MS\M.Phil	36	Teacher	3
6	BA	29	Female assistant	2
7	BA	29	Female assistant	2
8	Master of Science	30	NGO Worker	3
9	Master of Science	29	NGO Worker	2
10	Intermediate	26	NGO Worker	1

Communication Skills

The study explored the impact of working women's roles on the development of their children's communication skills. Through interviews with working mothers, the research highlighted key insights into how professional responsibilities influence their ability to engage with their children effectively. Respondents consistently emphasized the challenge of balancing work duties with fostering their children's communication abilities. Many mothers expressed feelings of guilt over the limited time available for meaningful conversations with their children due to their professional commitments. This research underscores the dual burden faced by working women and its implications for their children's social and linguistic development.

A woman said,

"I worry that in my long working hours, I limit my time to engage in meaningful conversations with my child, which are important for enhancing their language and communication skills"

Other women said,

"While I try to make the most of the time, I spent with myself, sometimes I feel my child doesn't get opportunities to practice and improve his communication skills because I'm often busy with work-related "

"I want to help with my child's communication skills, but I'm so busy and tired of work that I can't do as much as I want"

These responses highlighted the concern that limited interaction time due to work commitments may affect the frequency and quality of communication between mother and child, potentially affecting the child's ability to develop strong communication skills. These women's feel sad and guilty because they want to help their children more but it is difficult to do so because of their work. They realize the importance of communicating and especially, communicating with their children in a manner that will enable the kids to get properly socialized. Nevertheless, they still attempt to make time for a chat with their children as and when possible. However, working women insisted on the necessity of finding time for speaking and interaction with children to address delayed language development and socialization.

Interpersonal Skills

Research findings highlight how a women's work affects children's interpersonal skills. Many women's expressed concern about how their work schedules could affect their children's ability to develop socially. They often feel concerned that their absence from home limits their children's social skills for effective learning. Many mothers expressed significant concerns that their works greatly affected their children's ability to interact with others. This insight indicates the complex balance of working mothers' career needs and their children's social development.

A woman said,

"I am very upset because I am not often at home and it is difficult for my child to make friends or talk to others." They look forward to learning from me other behaviors related to empathy and social skills. "

Another woman added

"Since I started full time work my child has become less calm and less confident in social situations. Previously they used to be more outgoing but now they seem shy and uncertain. "

Similarly, another woman shares

"My work keeps me busy and I feel bad because I can't always help my child's social connections. When I'm at home, I do my best, but it's hard for me because of my work schedule."

These responses show that working mothers are concerned about their children's social skills. They think that not spending enough time with their children can make it difficult for them to learn how to communicate well with others. Mothers worry that their children may not learn to make friends or communicate effectively. they saw their children shy or find it difficult to talk to others. They believe their absence affects their children's ability to socialize.

Aggressiveness

The results showed that some working mothers saw an increase in aggression in their children because they could not spend enough time with their children. They said that they did not have enough time at home to teach positive behavior or corrective values. Many mothers felt that their children's aggression was a way of getting attention and expressing the need for more time together. Due to this situation, mothers feel anxious and guilty that they are not there for their children as much as they want.

A woman added:

"I scared because I saw that my warm heart was changed to a bad child when I did not kiss them enough. I feel guilty because the time I have at home is not enough to teach him good behavior or correct his actions."

Other women added:

"My child's aggression seems to be a way of asking for more attention and time. I am very upset because my work prevents me from going there as much as I want to help them learn positive attitudes."

These responses show that working mothers are deeply concerned about their children's aggressive behavior. Many mothers feel that their absence contributes to this aggression. They often express frustration and guilt because their work commitments prevent them from giving them the attention and support, they need. These insights show that working mothers struggle to balance their careers and their children's emotional needs, leading to feelings of helplessness and concern about their children's behavior.

Effect on Emotional Closeness and Bonding

Most women's say that the physical presence of the mother and the time spent with the child is important for making a safe relationship. This presence helps create a sense of trust, love and protection in their relationship. The research findings show that their work affects their emotional intimacy and relationship with their children. Women expressed concerns that limited time due to work often hinders their ability to develop a strong relationship. Women described the feeling that they missed the opportunity to strengthen bonds because of work requirements.

A Woman said,

"I feel that my job demands make it difficult for me to connect emotionally with my child. Whenever I am at home, I feel rushed and unable to engage fully in meaningful conversations or activities."

Another woman added,

"When I have long hours of work, I do my best to spend more time with my child. But lack of time due to work load affects our emotional closeness as I can't be present as much as I want."

"Since I'm working full time, I've felt pressure on my emotional connection. My child and I used to spend more relaxing and quality time together. Now, I feel like I miss forever. It is difficult to capture moments, and it is."

These results highlight the challenges that working mothers face in performing their professional duties while they also prefer a strong emotional connection with their children. There is a need for careful time management and emotional energy to balance career requirements with the desire to develop productive relationships at home. Working mothers often find themselves facing busy schedules and multiple responsibilities, which sometimes cause them to feel torn between work commitments and quality time with their children.

Feeling of Insecurity

The results show that working women affect their children's emotional well-being especially with regard to creating feelings of anxiety and insecurity. Women's have responded that when they are away from their children for work, it can cause emotional problems for children unintentionally. Children are becoming clingier to parents or Fear of being alone is a common manifestation of this uncertainty.

A Woman added,

"I realized that my son feels insecure because of my absences from home. He complains that I am not at home to help him or attend his school events. My lack of presence at his school events ignores him and makes his uncertain about where he is in our family's priorities."

Similarly, other women added,

"My daughter has expressed that she feels uncomfortable when I came late home from work. She is worried that something can happen to me or I don't want to spend time with her"

Woman added,

"Ever since I started to do more, my baby has become increasingly insecure. He thinks my job is taking me away from him and I'm not available enough to support him emotionally. Being secondary in my career affects her self-esteem and creates a sense of instability in her life."

Women's work can sometimes make their children feel insecure. When mothers work long hours or are often away from home, children can feel neglected and anxious. For example, a child may worry that their mother doesn't care enough about them because she isn't around often. They may feel insecure or uncertain even when their mother is away, especially if they are used to having her with them for support and comfort. Being left out or feeling less important can cause emotional problems for children.

Child Regression

Finding show that out of home work of women can lead to regression in certain aspects of child behavior or development. Women reported that their children sometimes showed signs of regression due to mother's work schedules, such as turning to early stages of behavior or development. Spending limited time with their children, children could sometimes return to old attitudes, such as acting smaller than them. the time mothers have with their children is not enough to help them feel safe and develop well. Women's expressed concern about regression observation in their children's behavior, especially in fields such as emotional regulation and social skills.

A woman Shared,

"I have realized that ever since I started working full time, my child has become a victim of severe mood and anger. They seem to want more attention and assurance than I do."

Another woman added, *"my baby used to be very outgoing and sociable, but lately, they seem more retreating and hesitant than communicating with others. I am concerned that my absence during the day may affect their social development."*

These answers highlight that the children of working women sometimes suffer from emotional and behavioral problems because their mothers were often not with them. Working women feel that their work leads to regression in children. Thus, women's stress the importance of measures that may prevent negative impact of maternal employment on child behavioral and emotional well-being.

Resources and Opportunity

Women's work affects children's access to educational resources and opportunities. Working women believe that their jobs enable them to provide better educational opportunities for their children. Working women reported that because of the work they could send their children to good schools and buy necessary educational materials, such as books and stuff. They feel that their income helps additional classes or tuitions if they need additional help to their children. They provided them access to the computer and the Internet that is important for their children's education.

A woman Shared, *"being a job helps me send my child to good schools and buy educational books and materials. It helps them to learn better and enjoy their studies."*

Similarly, another woman added, *"since I work, I can afford to pay for tuition and extra classes if my child needs help with his homework. This gives them a better chance of succeeding at school. "My job helps me provide my child with a stable Internet connection and computer, so that they can do their school work and research online," a third mother explained. It makes a big difference to their education."*

This theme shows that working outside the home provides opportunity for women to improve their children's education. Women's believe that their jobs provide precious resources that play an important role in their children's education and educational success. This makes them feel that their earnings enable them to bear better schools, tuitions and educational materials for their children. These women emphasize on the fact that the latter must ensure that they utilize those opportunities to enhance the growth of their children.

High Academic Performance

Working women's affect the educational success of children's positively. Working women's children are more likely to achieve academic success. They think their children learn better, work harder and become examples of virtuous employees by participating in the work. Working women claimed their children became more independent and disciplined in reprioritizing their studies, homework, and tests for revision. The women felt that they were proud of their children attaining good grades and that their occupations were beneficial in enhancing the children's education. This approach shows the possibility of positive impact of a mother's employment on children's performance at school.

Mother added:

"I feel that my job has a positive impact on my child's academic performance. Seeing me working hard, they encourage me to be dedicated to my studies. They are becoming more independent and disciplined, organize their homework and revise for tests with great skills"

Another woman added,

"My work has made my child more independent and skilled in problem solving. They understand the value of education and have developed a strong sense of responsibility. I am very happy and proud that my work has contributed positively to their higher education success"

Finding discover that working women's children develop freedom, discipline and a strong work ethic. Working women's have seen their children become more self-reliant and organized in the management of their studies. Children were encouraged to see their mothers working hard, which encouraged them to be dedicated to their work. Mothers feel the feeling of proud of their children's achievements, they accept that their work has a positive effect on their children's educational achievements. They observed that their work established a positive example, which helped them understand the value of the dedication and responsibility.

Independence and Sense of Responsibility

Women's out of home work actually help to promote responsibility as well as independence in children. A common sentiment that working women believe that their children have grown more responsible and independent. They associated this change with the fact that their children require to balance more tasks at home while parents are at work. Children are acquiring ability to fulfill routine tasks and to rely on each other which to their mind is practical preparation for the future. It also contributes in the children's development by featuring towards a more independent style that assists in household upkeep.

A woman added, *"I have realized that my job has made my children more self-reliant. They know their work and do it without reminding them. Assures them by taking responsibility at home and seeing things managed. "My children have become more independent since I started working. They handle their school work and home work on their own. Despite my busy schedule, it is a pleasure to see them grow into responsible people.*

Similarly, another woman added, *"Seeing my children grow up and independent is a positive result of my employment. They help each other and take care of everyday tasks, which I think will prepare them well for the future."*

Finding show that children of working women become more responsible and independent due to work outside the home. Working women believe their children had learned to play a role at home and complete their assigned tasks. Their children look more mature and independent than their age. This situation has helped children develop important life skills, such as managing their time and taking care of responsibilities.

Conclusion

Due to women's education, mobility and search for a better quality of life, the trend of mother employment is increasing in Tehsil Takht Bhai, Pakistan. Pakistan has seen a gradual increase in women's representation in the workforce, according to the International Labor Organization, with numbers rising from 13.2% in 1990 to 22.35% in 2017.

The findings of this research show that women's out of home work holds a diverse impact on child socialization. Firstly, most of the working women have concerns their work has negative influence to their children's language development, emotional well-being and social confidence. Such women sometimes resent their inability to care for their children because they think that their absence hurts the child. However, the guilt and anxiety of working women's that comes with this decision is overwhelming, although, most of these women understand that there are many benefits that come with employment. For instance, out of home work makes them in a better position to offer proper education needs to their children. Similarly, women also acknowledge the fact that such absence produces a spirit of independence and responsibility amongst children which is quite beneficial for the growth and development of the child. When it comes to the struggle of work and family, women require a

proper schedule for time division. They need to determine how to plan their time in order to allow them be with their children and fulfil their emotional need. This research underlines the necessity of powerful social support structures for working women's that would take into consideration the mentioned challenges.

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